



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** Business Board

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**PRESENTER:** Sheila Brown, Chief Financial Officer  
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**DATE:** January 20, 2020 for February 3, 2020

**AGENDA ITEM:** 4

**ITEM IDENTIFICATION:**

Pension Plan Annual Financial Report for the Year Ended June 30, 2019

**JURISDICTIONAL INFORMATION:**

The Business Board reviews the annual financial report on the pension plan.

**GOVERNANCE PATH:**

1. Audit Committee [for information] (December 3, 2019)
2. Pension Committee [for approval] (December 10, 2019)
3. **Business Board [for information] (February 3, 2020)**

**PREVIOUS ACTION TAKEN:**

The Pension Plan Annual Financial Report for the year ended June 30, 2019 was provided for context to the Audit Committee at its meeting on December 3, 2019, and approved by the Pension Committee at its meeting on December 10, 2019.

**HIGHLIGHTS:**

The University of Toronto provides pension benefits to current and future retirees via a registered defined benefit pension plan - the University of Toronto Pension Plan (RPP) - and an unregistered Supplemental Retirement Arrangement (SRA).

This report brings together in one location, and places in historical perspective, information on the funded status of the registered pension plan, plan liabilities (including participants, benefit

provisions and assumptions) and plan assets (including contributions, investment earnings, fees and expenses, and payments to pensioners).

At June 30, 2019, the RPP had a market deficit of \$239.8 million, an increase in the deficit of \$28.0 million from the June 30, 2018 market deficit of \$211.8, primarily due to investment returns of 3.83%, which was lower than the nominal target investment return of 6.10% for the year (4.0% plus CPI), partially offset by employer special payment contributions of \$72.4 million.

At June 30, 2019, the registered plan had a solvency deficit of \$1.3 billion, an increase of \$401.5 million from June 30, 2018, mainly due to a general decrease in the prescribed discount rates used to discount the liabilities as well as investment returns less than target returns.

The above financial results, together with the application of the additional stage 2 temporary solvency funding rules permitted by the Ontario Government, has reduced the University's required solvency payments. However, the University expects this drop in required funding to be temporary due to the new pension funding rules that have been issued by the Province and, therefore, the University will continue to budget for higher special payments in the short and medium term.

**FINANCIAL IMPLICATIONS:**

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**RECOMMENDATION:**

For information

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**DOCUMENTATION PROVIDED:**

- *University of Toronto Pension Plan Annual Financial Report for the Year Ended June 30, 2019*



UNIVERSITY OF  
**TORONTO**

**University of Toronto Pension Plan**

**Annual Financial Report**

**For the Year Ended June 30, 2019**

# University of Toronto Pension Plan<sup>1</sup> Ten-year Review

(Canadian \$ millions)	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
<b>CHANGE IN NET ASSETS</b>										
<b>Income</b>										
Investment income	\$247.1	\$434.5	\$582.3	\$69.6	\$465.9	\$543.3	\$340.0	\$47.5	\$296.4	\$189.8
Contributions										
Members/transfers in	85.5	82.0	69.3	66.2	63.8	56.6	47.3	42.1	42.4	38.1
University	192.1	194.7	187.4	180.3	165.3	311.2	161.4	141.0	242.9	88.4
<b>Total income</b>	<b>524.7</b>	<b>711.2</b>	<b>839.0</b>	<b>316.1</b>	<b>695.0</b>	<b>911.1</b>	<b>548.7</b>	<b>230.6</b>	<b>581.7</b>	<b>316.3</b>
<b>Expenditures</b>										
Benefits paid/transfers out	264.3	248.8	230.8	216.6	203.2	189.0	185.9	173.6	160.4	150.5
Investment expenses	49.3	44.6	39.1	39.6	35.2	28.8	25.3	24.9	23.4	23.1
Client service expenses	2.2	1.9	2.2	2.0	1.9	1.9	2.4	2.2	2.2	2.3
<b>Total expenditures</b>	<b>315.8</b>	<b>295.3</b>	<b>272.1</b>	<b>258.2</b>	<b>240.3</b>	<b>219.7</b>	<b>213.6</b>	<b>200.7</b>	<b>186.0</b>	<b>175.9</b>
<b>Increase in net assets</b>	<b>\$208.9</b>	<b>\$415.9</b>	<b>\$566.9</b>	<b>\$57.9</b>	<b>\$454.7</b>	<b>\$691.4</b>	<b>\$335.1</b>	<b>\$29.9</b>	<b>\$395.7</b>	<b>\$140.4</b>
<b>NET ASSETS</b>										
<b>Investments</b>										
Fixed income										
Bonds	\$295.4	\$891.1	\$723.9	\$647.7	\$969.3	\$865.8	\$659.7	\$641.8	\$526.9	\$416.9
Public Equities										
Canadian	173.9	172.3	124.8	270.9	328.2	365.7	249.6	430.4	393.5	279.3
Non-Canadian	1,194.0	1,265.6	1,149.2	1,109.3	1,105.3	1,038.8	776.3	530.5	799.1	614.8
Private equities	955.0	755.6	647.2	645.1	599.5	441.5	396.9	342.9	340.5	366.8
Commodities	8.6	14.9	42.7	52.6	58.0	56.4	59.1	53.8	53.2	49.8
Real assets										
Real estate	9.4	16.9	32.1	45.4	66.5	76.5	117.0	81.2	73.0	57.1
Infrastructure	8.2	17.4	17.0	18.9	18.2	24.3	26.8	26.5	26.4	20.7
Hedge Funds	908.5	1,040.2	989.5	583.3	621.7	436.4	417.8	376.6	313.8	356.8
Money market	1,705.8	898.9	936.9	746.9	329.1	276.8	231.1	95.2	4.8	18.2
Derivative-related net receivable (payable)	54.3	33.9	27.4	(2.9)	(32.6)	24.9	(15.3)	3.1	19.8	(23.9)
<b>Net investments</b>	<b>5,313.1</b>	<b>5,106.8</b>	<b>4,690.7</b>	<b>4,117.2</b>	<b>4,063.2</b>	<b>3,607.1</b>	<b>2,919.0</b>	<b>2,582.0</b>	<b>2,551.0</b>	<b>2,156.5</b>
Other assets	20.3	19.1	18.1	18.5	17.2	16.1	16.1	14.5	13.6	13.2
<b>Total assets</b>	<b>5,333.4</b>	<b>5,125.9</b>	<b>4,708.8</b>	<b>4,135.7</b>	<b>4,080.4</b>	<b>3,623.2</b>	<b>2,935.1</b>	<b>2,596.5</b>	<b>2,564.6</b>	<b>2,169.7</b>
Liabilities	(10.5)	(11.9)	(10.6)	(4.3)	(7.0)	(4.4)	(7.7)	(4.2)	(2.2)	(3.0)
<b>Net assets</b>	<b>5,322.9</b>	<b>5,114.0</b>	<b>4,698.2</b>	<b>4,131.4</b>	<b>4,073.4</b>	<b>3,618.8</b>	<b>2,927.4</b>	<b>2,592.3</b>	<b>2,562.4</b>	<b>2,166.7</b>
Accrued pension benefits	5,562.7	5,325.8	5,060.6	4,704.5	4,519.4	4,348.2	3,916.6	3,748.8	3,559.6	3,235.0
<b>GOING CONCERN DEFICIT</b>	<b>(\$239.8)</b>	<b>(\$211.8)</b>	<b>(\$362.4)</b>	<b>(\$573.1)</b>	<b>(\$446.0)</b>	<b>(\$729.5)</b>	<b>(\$989.2)</b>	<b>(\$1,156.5)</b>	<b>(\$997.2)</b>	<b>(\$1,068.3)</b>
<b>SOLVENCY DEFICIT</b>	<b>(1,303.1)</b>	<b>(901.6)</b>	<b>(1,183.6)</b>	<b>(1,681.0)</b>	<b>(1,102.0)</b>	<b>(1,054.9)</b>	<b>(1,363.8)</b>	<b>(1,811.0)</b>	<b>(1,057.6)</b>	<b>(1,216.4)</b>
<b>HYPOTHETICAL WIND-UP DEFICIT</b>	<b>(3,595.4)</b>	<b>(3,118.6)</b>	<b>(3,126.6)</b>	<b>(3,761.8)</b>	<b>(2,979.8)</b>	<b>(2,811.1)</b>	<b>(3,004.9)</b>	<b>(3,205.6)</b>	<b>(2,355.3)</b>	<b>(2,229.6)</b>
<b>PERFORMANCE (%)</b>										
Rate of return	3.8	8.4	13.2	0.7	11.9	17.4	12.1	0.9	12.7	8.2
Target return	6.1	6.5	5.0	5.4	5.0	6.2	5.2	5.5	7.2	5.0
<b>PARTICIPANTS</b>	<b>20,282</b>	<b>19,931</b>	<b>19,455</b>	<b>18,823</b>	<b>18,358</b>	<b>17,948</b>	<b>17,503</b>	<b>17,113</b>	<b>16,702</b>	<b>16,311</b>
<b>GOING CONCERN KEY ACTUARIAL ASSUMPTIONS</b>										
Increase in consumer price index (CPI)	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.25%	2.50%	2.50%	2.50%
Increase in salaries	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.25%	4.50%	4.50%	4.50%
Discount rate on liabilities	5.55%	5.55%	5.55%	5.75%	5.75%	5.75%	6.00%	6.25%	6.25%	6.50%

<sup>1</sup> The University of Toronto Pension Plan and the University of Toronto (OISE) Pension Plan were merged effective July 1, 2014. All of the above financial information is presented as if the two plans were merged throughout the entire period.

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## Purpose of this Report

The Governing Council of the University of Toronto (the “University of Toronto” or the “University”) provides pension benefits to current and future retired members via a registered defined benefit pension plan - the University of Toronto Pension Plan (“RPP”)<sup>1</sup>.

The University also provides pension benefits via a Supplemental Retirement Arrangement (“SRA”), an unregistered arrangement that provided pensions above the maximum pension benefit allowed under the Income Tax Act, up to a University specified maximum salary. This maximum pension benefit now exceeds \$150,000 (see section on Pension Benefit Provisions), and therefore no additional benefits are being earned under the SRA. All assets that supported the SRA have been transferred to the RPP, and pension payments under the SRA are now supported by the University’s operating budget. See Appendix 2 of this report for more information on the SRA.

The Governing Council of the University of Toronto is the legal sponsor and administrator of the registered RPP, which is a separate legal entity.

The Pension Committee of Governing Council is composed of 11 members of Governing Council and 9 members representing employee groups with members who participate in the pension plan. It has delegated authority<sup>2</sup> to act for Governing Council in respect of the administration of the pension plan except for matters which Governing Council or its Business Board are required by statute to approve, or which are reserved to Governing Council or the Business Board via the Pension Committee terms of reference, as amended from time to time by Governing Council.

Plan advisors are State Street Trust Company (custodian of assets), Aon (actuaries), Ernst & Young LLP (external auditors) and University of Toronto Asset Management Corporation (“UTAM”, investment manager).

The Vice-President, Human Resources and Equity is responsible for formulation of pension policy, member communication, benefits administration and negotiation of benefits. The Chief

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<sup>1</sup> *The University of Toronto Pension Plan includes the former University of Toronto (OISE) Pension Plan (merged into the U of T plan effective July 1, 2014). The Financial Services Commission of Ontario approved this merger in March 2016 and the assets were transferred from the OISE plan into the U of T plan on June 30, 2016. In the remainder of this report, the term “plan” will refer to both former plans in total, unless otherwise specified.*

<sup>2</sup> *The Pension Committee performs the role with respect to pension plan administration that was previously delegated by the Governing Council to the Business Board. The general limitations on that delegated authority are identical to those that apply to the Governing Council’s delegation of authority to the Business Board.*

Financial Officer is responsible for the financial administration of the funds including liaison with the custodian, actuarial consultant, investment manager and external auditors.

This report provides an evaluation of the financial health of the pension plan. It reports on the status of the pension liabilities, pension assets and pension deficit for the RPP. Included in this report are links to the audited financial statements for the RPP at June 30, 2019, the actuarial reports for the RPP and the SRA, at July 1, 2019, and the Statement of Investment Policies and Procedures for the Pension Master Trust which is approved annually, most recently on September 18, 2019.

## How a Defined Benefit Pension Plan Works

A pension plan is any arrangement by which an employer promises to provide retirement income to members. There are essentially two types of pension plans currently permitted under pension legislation in Ontario – a defined contribution plan and a defined benefit plan. A defined contribution plan provides pension benefits to each retired member on the basis of member and employer contributions and investment earnings on those contributions over time. The ultimate pension benefit depends on the amount of funding contributed and the investment earnings both before and after the date of retirement. The investment risk is borne by the member in a defined contribution plan.

A defined benefit pension plan provides pension benefits to each retiring member on the basis of defined percentages applied to salary and years of service. Members and the employer provide funding, and the member will ultimately receive pension benefits that result from the salary and years of service formula. The investment risk is borne by the employer in a defined benefit plan.

The University of Toronto Pension Plan is a defined benefit plan. For each year that the member works and participates in the plan, an additional year of pensionable service is earned. At retirement, the number of years of pensionable service is multiplied by a percentage of the average of the highest 36 months of average earnings to determine the annual pension payable to that person. After retirement, pension payments are indexed<sup>1</sup>.

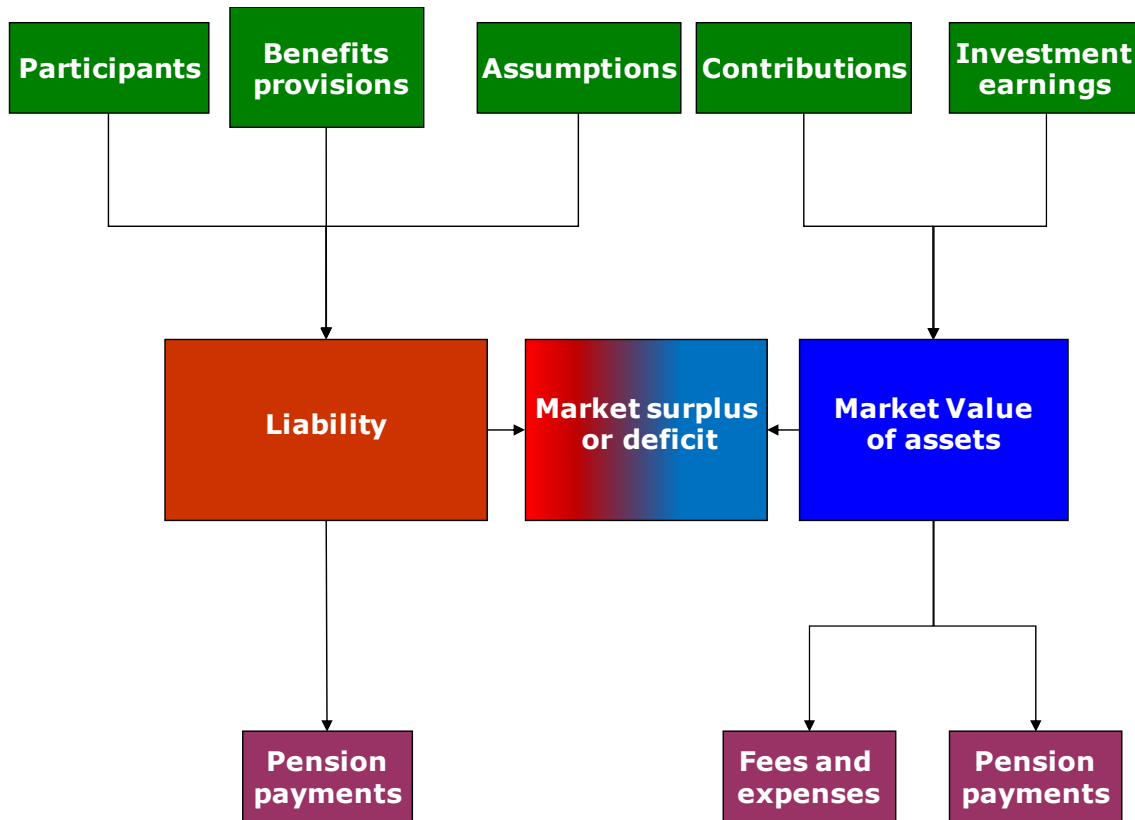
The objective of a defined benefit pension plan is to ensure that there are sufficient resources to pay for the current pensions of retired members and to ensure that there will be sufficient funds to pay for the pensions of members who will retire in the future. The plan engages an actuary to determine what the annual funding of the plan must be to ensure that this objective is met.

The challenge for defined benefit plans is to find a way to reasonably estimate the current net present value of what pensions will be paid to retired members over time (the liabilities) and to set aside money now to support payment of those pensions in future (the assets). The relationship is illustrated as follows:

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<sup>1</sup> Pensions are increased as of July 1 each year by the greater of (a) the increase in the Consumer Price Index for Canada (CPI) for the previous calendar year minus 4.0%; or (b) 75% of the increase in the CPI for the previous calendar year to a maximum CPI increase of 8%, plus 60% of the increase in CPI in excess of 8%.

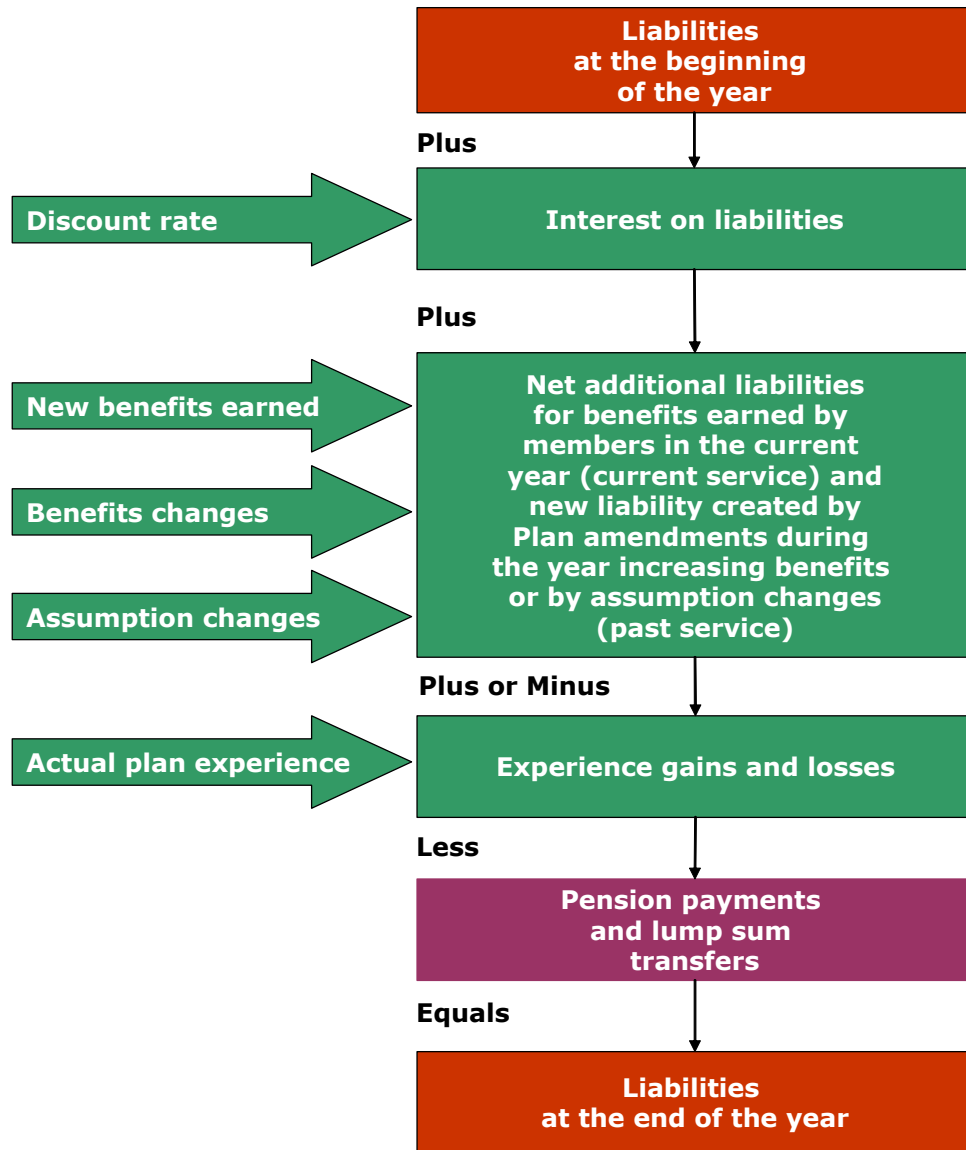




As you can see from the diagram, the difference between the estimated net present value of current and future pensions (the liability), and the amount of funds actually on hand (the market assets) is the market surplus or deficit.

## The Liability

The net present value of current and future pensions (the liability) depends on assumptions made about the members in the pension plan, including their length of service, their estimated salaries at retirement, the kinds of benefits they are receiving or will receive, and future inflation. The liability represents the discounted net present value of pension benefits earned for service up to the valuation date, based on those assumptions. The following table shows how liabilities change from year to year.



As shown above, liabilities change when:

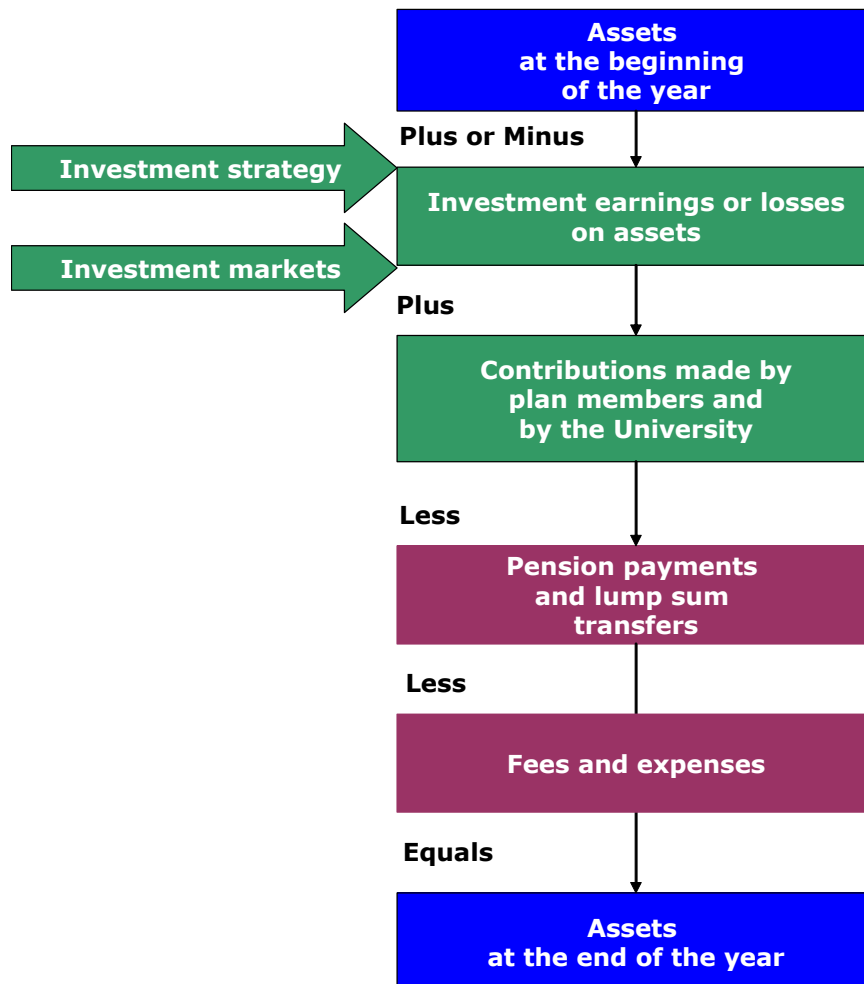
- members work an additional year, thus increasing their pension benefit at retirement. This is known as current service and increases the liability.
- members receive a larger pension benefit for the same salary and years of service through improvements to past service benefits. This increases the liability.
- new participants are added to the plan. This adds to the liability over time.
- assumptions that forecast the amount of pension benefits to be paid in future (e.g. salary increase assumption) change. These changes may increase or decrease the liability.
- assumptions that discount future liabilities to the present change. Increases in the discount rate DECREASE the liability while decreases in the discount rate INCREASE the liability.

- actual experience in the plan (e.g. actual salary increases, terminations, longevity, etc.) results in actual benefit payments that are different from those expected according to the actuarial assumptions. Actual experience may increase or decrease the liability.

Liabilities also have interest calculated on them, just like any other discounted obligation that has to be paid in future. This interest is added to the liabilities and also increases them.

## The Assets

The amount of money that has actually been set aside (the assets) comes from only two sources: 1) contributions from members and from the University (including transfers in from other plans), and 2) investment earnings. The pension plan financial statements report the assets at fair value (which is essentially market value) at June 30. The following table shows how assets change from year to year:



## The Surplus or Deficit

The difference between the liabilities and assets is a surplus if the assets exceed liabilities or a deficit if liabilities exceed assets. When the assets are valued at market value, the difference is a “market” surplus or deficit. Pension regulation also permits an “actuarial” surplus or deficit, whereby changes in market value are smoothed over more than one year instead of being recognized immediately. The actuarial surplus is used for certain requirements under the Pension Benefits Act. However, for our financial evaluation purposes, to assess the financial health of our plan, the market surplus or deficit is more useful since it records all gains or losses immediately. This report focuses primarily on the market value of assets and the market surplus or deficit.

## Tools for Assessment of Pensions

The key tools for assessing the current financial health of the pension plan are financial statements and actuarial reports:

- **Pension plan financial statements** provide an audited confirmation at the valuation date of the fair value (essentially market value) of the pension assets of the RPP. It also provides an audited confirmation of the pension obligations of the RPP at the valuation date. The plan fiscal year for the RPP, which is a registered plan and separate legal entity, is July 1 to June 30. Assets for the plan are valued at June 30 of each year and reported on the registered pension plan balance sheet, which is called the *statement of financial position*. The changes in assets from one year to the next are shown on the registered pension plan income statement, which is called the *statement of changes in net assets available for benefits*. The changes in the pension liabilities from one year to the next are shown on the *statement of changes in pension obligations*.
- **Pension plan actuarial reports** estimate the net present value of the pension benefits of the RPP based on assumptions, as noted earlier, and compare that net present value to the audited assets reported in the financial statements to determine the financial status of the plan at the valuation date. For the RPP, the actuarial valuation date is July 1 of each year, incorporating the annual salary increases that become effective on that date.

Various financial reporting and regulatory requirements result in four types of valuations that make different assumptions and that produce very different results. Under these different types of valuations, the liabilities can change dramatically. However, the assets are normally valued at fair value as of the date of valuation, with some very minor adjustments made to

asset values for different types of valuations. Here are the similarities and differences between each type of valuation.

**Going Concern Actuarial Valuation:**

This valuation assumes that the pension plan is a going concern. This means that it is expected to be continuing to operate for the foreseeable future. Assumptions that determine the net present value of the benefits are long-term. Assets are valued at the fair value as of the date of valuation as reported on the audited financial statements. This valuation is done for a single point in time, as of July 1 each year, and is used for purposes of funding the pension plan.

**Solvency Actuarial Valuation:**

This valuation varies from the going concern valuation in that it assumes the plan will be wound-up on the valuation date and uses a market interest rate assumption. It assumes that benefits will be settled through purchase of annuities or payment of lump sum values. However, indexation (inflation) after termination or retirement is excluded from the liability calculation, in accordance with regulation. This valuation utilizes the audited fair value of the assets as reported on the audited financial statements, and adjusts that audited value with a provision for hypothetical wind-up costs. This valuation is done on the plan year, as of July 1 each year. To the extent there is a deficiency under a filed solvency valuation, additional funding may be required.

**Hypothetical Wind-up Actuarial Valuation:**

This valuation takes the solvency valuation and provides for the indexation that occurs before and after retirement. It also assumes that benefits will be settled through purchase of annuities or payment of lump sum values. And it also adjusts the audited fair value of the assets with a provision for hypothetical wind-up costs. This valuation is done on the plan year, as of July 1 each year.

**Accounting Valuation:**

This valuation is done for accounting purposes and estimates the values that are required to be included in the University's financial statements (not the pension plan financial statements). This valuation is done on the University's fiscal year end, April 30. Pension liabilities are valued using the funding assumptions utilized for the going concern valuation.

While it is important to be aware of the existence of these various valuations and their purposes, this report assumes that the pension plan is a going concern and evaluates pension plan financial health using the going concern actuarial valuation. The following sections will show the status of the RPP at July 1, 2019 and will apply the elements of defined benefit

pension plans (shown in the diagram on page 7) to the University pension plan, with particular emphasis on the assumptions, the contributions, the investment earnings, and their associated policies and strategies.

## Status of the Pension Plan at July 1, 2019

At July 1, 2019, the going concern accrued liabilities and market value of assets for the RPP and the pension reserve were (in thousands of dollars):

July 1, 2019	Going Concern Liabilities	Market Value of Assets	Market Surplus (Deficit)	Market Deficit as % of Liabilities
RPP	5,562.7	5,322.9	(239.8)	(4.3%)
Pension Reserve		19.8	19.8	
Total	5,562.7	5,342.7	(220.0)	(4.0%)

At July 1, 2018, the liabilities and assets for the RPP and the pension reserve were:

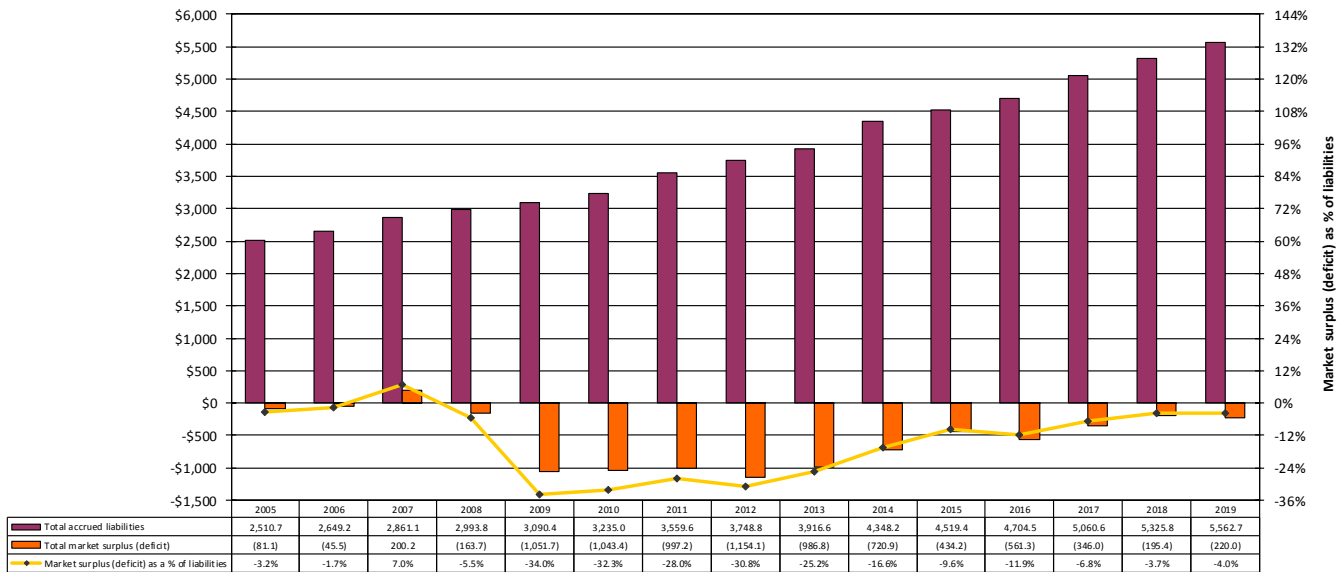
July 1, 2018	Going Concern Liabilities	Market Value of Assets	Market Surplus (Deficit)	Market Deficit as % of Liabilities
RPP	5,325.8	5,114.0	(211.8)	(4.0%)
Pension Reserve		16.4	16.4	
Total	5,325.8	5,130.4	(195.4)	(3.7%)

As you can see from the above tables, the funded status of the RPP worsened between July 1, 2018 and July 1, 2019 due mainly to investment returns of 3.83% which were below the target return of 6.10% (4%<sup>1</sup> plus actual CPI of 2.10%) for the period, partially offset by employer special payments totaling \$72.4 million.

A longer history of results for the RPP and the pension reserve is shown on the following chart:

<sup>1</sup> See the *Investment Earnings* section which explains in more detail the difference between the target return for investment earnings (4% plus actual CPI) which is one of the tools used for assessing investment performance (in addition to the Reference portfolio), and the 3.55% real return built into the discount rate, which is intended to provide a margin of error for adverse events when calculating plan liabilities.

**University of Toronto Registered Pension Plan and Pension Reserve  
Accrued Liabilities and Market Surplus (Deficit)<sup>1</sup>  
as at July 1  
(millions of dollars)**



<sup>1</sup> Total market surplus (deficit) includes the University's pension reserve

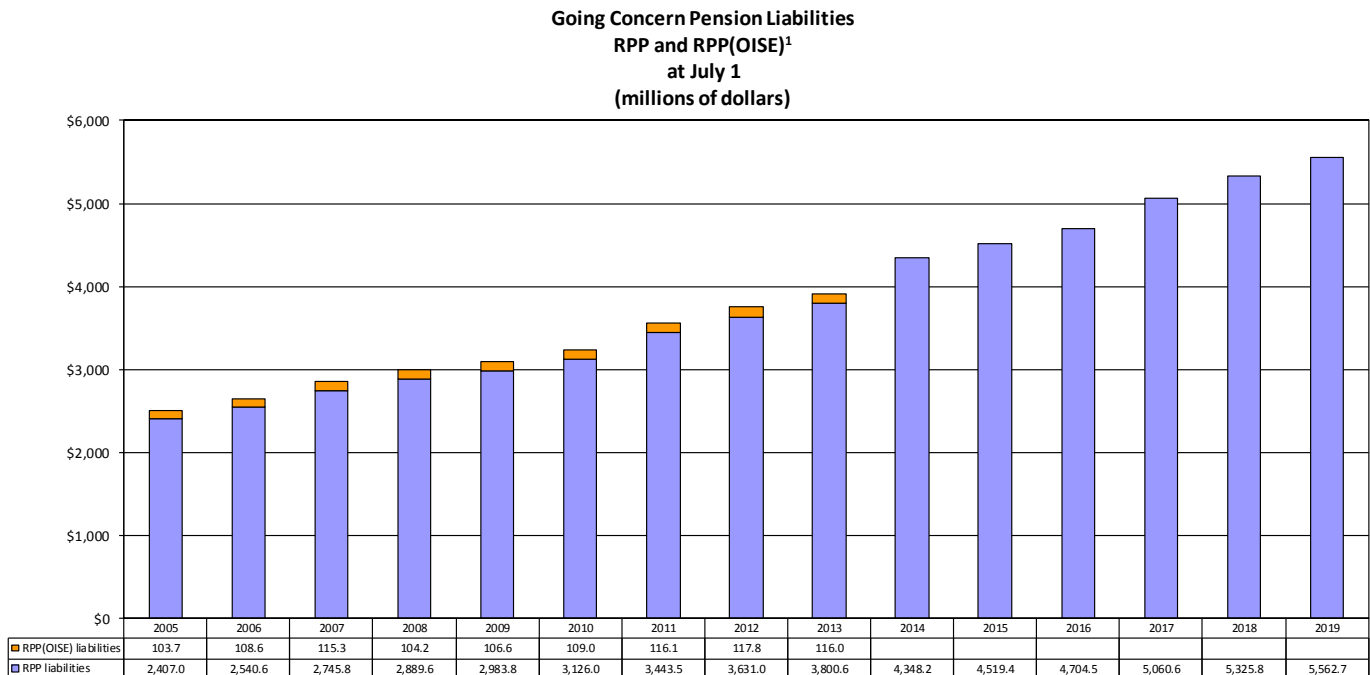
As you can see from the above chart, the existing deficit in 2005 was extinguished by 2007. Beginning in 2008, and much more pronounced in 2009, the impact of the global financial crisis was to reduce market returns significantly. The overall financial position of the plan was essentially unchanged between 2009 and 2010 and improved somewhat in 2011 as a result of a rebound in markets and additional special contributions from the University. In 2012, with markets underperforming target returns, the market deficit of the plan increased slightly. In 2013 through 2015, the financial position of the plan improved significantly, mainly as a result of investment returns in excess of target returns and significant additional special payments into the plan, partially offset by changes to certain actuarial assumptions. In 2016, the markets underperformed target returns, resulting in an increase in the market deficit of the plan. In both 2017 and 2018, the market deficit fell as a result of investment returns exceeding target returns and additional special payments into the plan, offset by the impact of changes in actuarial assumptions which increased liabilities. In 2019, the markets underperformed target returns, resulting in an increase in the market deficit of the plan.



## Pension Liabilities

Going concern pension plan liabilities for the RPP totalled \$5,562.7 million at July 1, 2019.

The growth in these liabilities since 2005 is shown on the following chart.



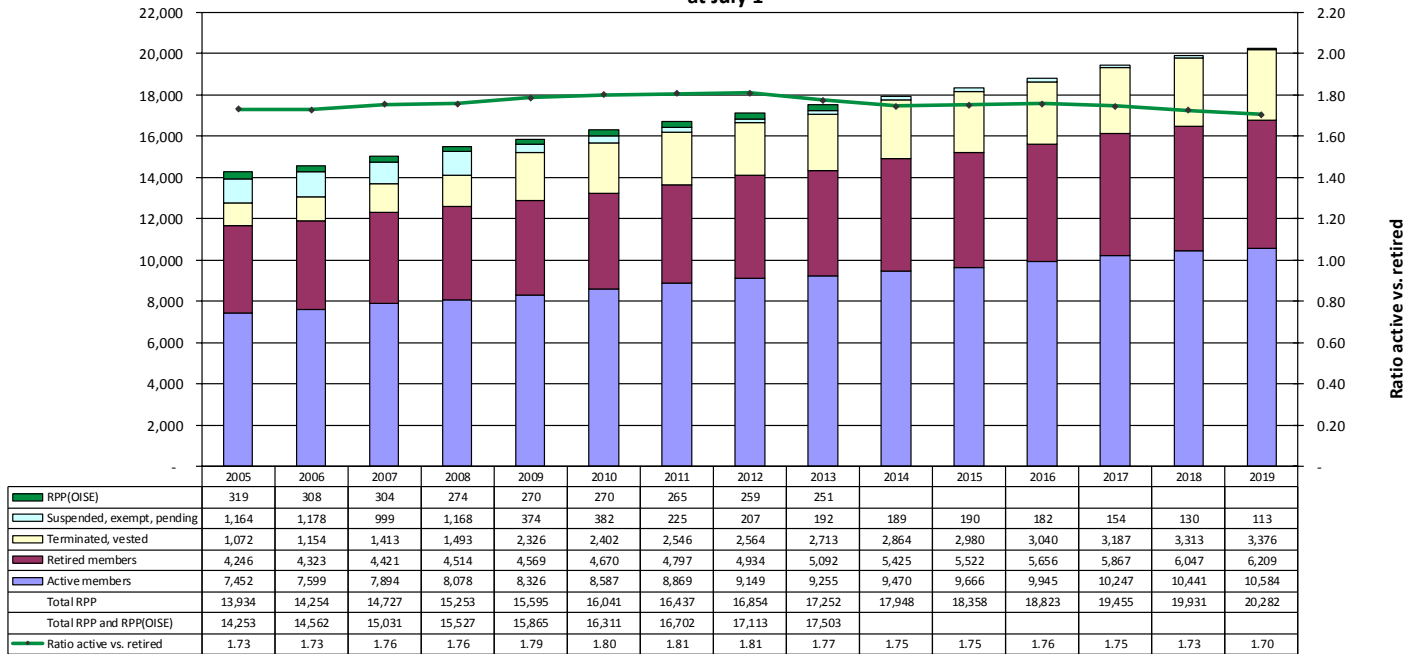
<sup>1</sup> The RPP(OISE) was merged with the RPP effective July 1, 2014

As noted earlier, pension plan liabilities are valued at July 1 and are dependent on a number of factors. The following sections will examine the impact of these factors on the total going concern pension plan liabilities for the RPP.

## Participants

The RPP is a growing plan, with member participation increasing over time. An increase in the number of plan participants adds to pension liabilities over time. At July 1, 2019, total member participation was 20,282, which includes members of the former RPP(OISE) plan. The chart below shows the active members of the RPP categorized by active, retired, terminated/vested, and suspended/exempt/pending. In addition, all members of the former RPP(OISE) plan are shown separately for years prior to 2014 (pre-merger).

**Registered Pension Plans  
Member Participation  
at July 1**



Beginning July 1, 2014, the former RPP(OISE) plan members are included in the RPP.

The continued growth in active membership helps to maintain a stable duration<sup>1</sup> of liabilities, with the ratio of active to retired liabilities remaining relatively constant. It also supports the growth of cash flow into the plan due to increasing contributions from both participants and the University.

**Pension Benefit Provisions**

The pension benefit is the provision of retirement income to participants in the pension plan. It is calculated on the basis of defined percentages (“benefit rates”) applied to the salary and years of pensionable service for each plan participant. Pension benefits are the same for the members in any particular member group.

Benefits improvements arise from negotiations with member groups and from mediation and arbitration and are not normally determined unilaterally.

Key benefit provisions are as follows:

<sup>1</sup> Duration is a weighted-average sensitivity measure which calculates the average length of time to the payment of benefits.

## **Benefits**

**accrual:** Pension benefits accrue at the rate of 1.5% of highest average salary up to the average CPP maximum salary (1.6% for USW members, various other unions and non-unionized administrative staff) plus 2.0% of highest average salary in excess of the average CPP maximum salary, up to an average maximum salary per year<sup>1</sup>.

## **Retirement**

**dates:** The normal retirement date is the June 30 following the 65<sup>th</sup> birthday. Retirement is possible within 10 years of the normal retirement date, with a reduction of 5% per year between actual retirement and normal retirement. No reduction is applied once members reach 60 years of age, and meet certain service requirements, which vary by staff group. There is no longer a requirement to retire at age 65.

## **Cost of living**

**adjustments:** The pension benefits of retired members are subject to cost of living adjustments equal to the greater of a) 75% of the increase in the CPI for the previous calendar year to a maximum CPI increase of 8% plus 60% of the increase in CPI in excess of 8% and b) the increase in the CPI for the previous calendar year minus 4.0%.

Any improvement in the benefit being provided to current retired members and/or to be provided to future retired members results in an increase to the pension liabilities. **There were no benefits improvements during the year ended June 30, 2019.**

When benefits improvements are agreed, they may be implemented in various ways – for active participants only, or for both retired and active participants, on current service only or on both current and past service. When provided for current service, they require current service contributions from members and the University on a go forward basis. When provided for past service as well as current service, they require current service contributions and funding of past service costs as well. Benefits improvements to retired persons, such as augmentation, generate past service costs. There are only two ways of funding defined benefit pension plans, including benefits improvements – contributions and investment

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<sup>1</sup> For Faculty and Librarians covered by the Memorandum of Agreement between the University and UTFA, maximum pensionable salary has increased from \$150,000 to \$153,000 (Jan 1, 2014 to Dec 31, 2014), to \$156,000 (Jan 1, 2015 to Dec 31, 2015), to \$161,000 (Jan 1, 2016 to Dec 31, 2018), to \$164,700 (Jan 1, 2019 to Jun 30, 2019), and to \$169,500 (effective Jul 1, 2019). For administrative staff, the maximum pensionable salary has increased from \$150,000 to \$153,500 (Jan 1, 2015 to Dec 31, 2015), to \$158,000 (Jan 1, 2016 to Dec 31, 2018) to \$161,000 (Jan 1, 2019 to Jun 30, 2019), to \$169,500 (effective Jul 1, 2019).

earnings. These elements of defined benefit pension plans will be discussed in later sections of this report.

## Assumptions

No one knows what salaries will be for plan participants at retirement, and therefore, what their actual pension benefit will be, nor does anyone know how long plan participants will receive those benefits after retirement or what the cost of living adjustments will be after retirement. Actuarial assumptions are used to estimate the pension benefits that will be paid to current and future retired members in the future. Those estimated pension benefits are then discounted to the present time, using an interest discount rate to calculate the net present value.

Changes in actuarial assumptions impact the value of the liabilities. Some changes increase liabilities while other changes decrease liabilities and some assumptions are interrelated in their impact on the value of the liabilities.

Actuarial assumptions are approved annually by the Pension Committee. All actuarial assumptions can be found in the full actuarial reports located at <http://finance.utoronto.ca/reports/pension/>.

Key actuarial assumptions at July 1, 2019 are as follows:

<b>Assumption</b>	<b>Description</b>	<b>Impact of assumption change on liabilities</b>
<b>Retirement age</b>	<p><i>Academic staff and librarians – retirement rates from ages 60 to 70, but not earlier than one year after valuation date, subject to early retirement provisions, if applicable.</i></p> <p><i>Administrative Staff, unionized administrative staff, unionized staff and research associates – age 63, subject to early retirement provisions.</i></p>	The earlier the retirement age with an unreduced pension, the higher the liability.

<b>Mortality rates:</b>	Canadian Pensioner Mortality 2014 Public Table with Improvement Scale MI-2017 <i>(previous valuation used Improvement Scale CPM-B)</i>	Increases in life span increase liabilities.
<b>Increase in Consumer Price index (CPI):</b>	2.00% per year	An increase in CPI alone increases liabilities, but should be considered in concert with salary increases and discount rate.
<b>Cost of living adjustments:</b>	1.50% per year (75% of CPI)	An increase in cost of living adjustments increases liabilities.
<b>Increase in CPP maximum salary:</b>	2.75% per year	An increase in CPP maximum salary decreases liability since pensionable service is accumulated at 1.5% or 1.6% up to the CPP maximum salary and at 2.0% over that maximum.
<b>Increase in <i>Income Tax Act</i> maximum benefit limit:</b>	\$3,025.56 in 2019 increasing by 2.75% per year thereafter and effective each year at January 1 <i>(previous valuation was \$2,944.44)</i> .	An increase in the Income Tax Act maximum pension increases the liability in the RPP.
<b>Increase in Salaries:</b>	4.00% per year (2.00% CPI plus 2.00% merit and promotion/progression).	An increase in the total assumption, whether impacted by CPI or by merit and promotion/progression, increases liabilities.

<b>Interest rate (Discount rate on liabilities):</b>	5.55% per year (2.00% increase in CPI plus 3.55% real investment return, net of fees)	An increase in the interest rate, whether through an increase in CPI or real return, DECREASES liabilities. Conversely, a decrease in the interest rate INCREASES liabilities.
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It is very important to note that these assumptions are **long-term** assumptions. In other words, they predict the results over a very long-term horizon.

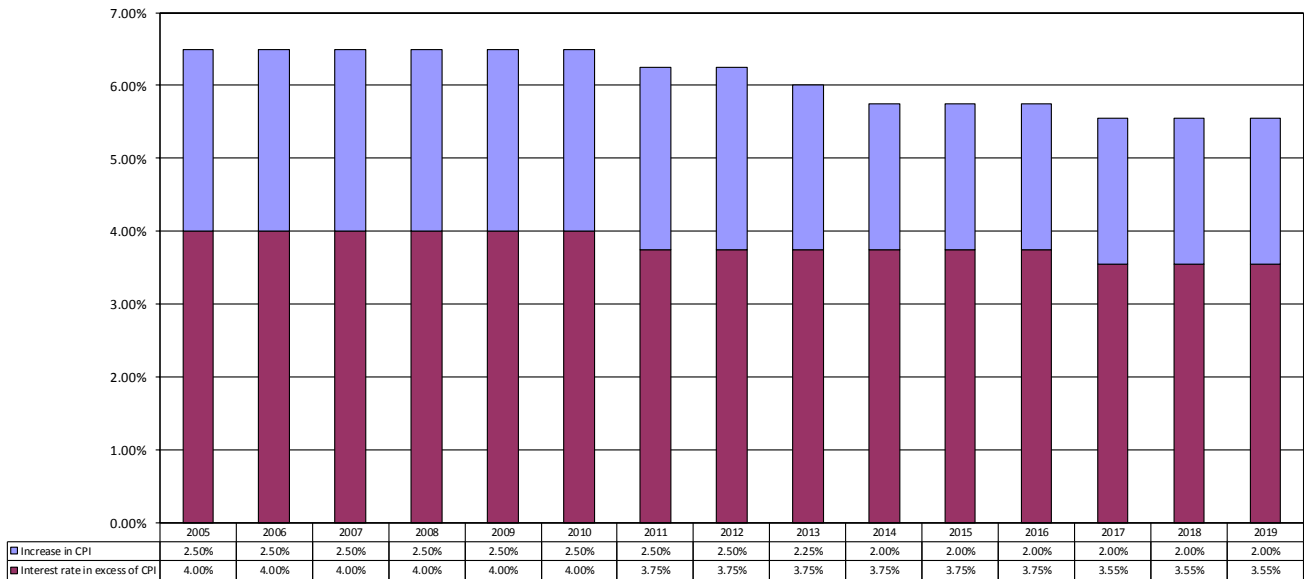
Each year, the actuarial valuation records the actual results and compares them to the assumptions. These variances, over time, provide a rationale for ongoing adjustments to the assumptions. Consistent variances in one direction, either negative or positive, suggest that an assumption needs to be changed. When actuarial assumptions do change, they tend to be adjusted in very small increments, rather than in the larger swings that can be experienced in the short and medium term.

Key interdependent assumptions are the assumed increase in CPI, and the assumed increases in salaries and the interest rate (discount rate), both of which reflect the CPI assumption. At July 1, 2019, they are 2.0% increase in CPI, 4.0% increase in salaries (2.0% CPI and 2.0% merit and promotion/progression), and 5.55% interest rate/discount rate (2.0% CPI and 3.55% real return).

### **Discount Rate on Liabilities**

The following chart illustrates the history of this assumption from 2005 and shows that the discount assumption had remained quite steady over the past several years. For purposes of the actuarial report, a 4.0% real return discount assumption had been in place for many years prior to 2011. Effective July 1, 2011 the discount rate on liabilities was reduced from 6.50% to 6.25%, reflecting a reduction in the real return discount assumption from 4.00% to 3.75% (the CPI assumption remaining at 2.50%), with the discount rate assumption remaining at 6.25% in 2012. Effective July 1, 2013 the discount rate on liabilities was reduced to 6.00% from 6.25%, reflecting a reduction in the increase in the CPI from 2.50% to 2.25%, and effective July 1, 2014 the discount rate was reduced again, from 6.00% to 5.75%, reflecting a further reduction in the increase in the CPI from 2.25% to 2.00%. There were no changes to the discount rate in 2015 and 2016. In 2017, the discount rate on liabilities was reduced from 5.75% to 5.55% due to a reduction in the real return discount rate assumption from 3.75% to 3.55%, reflecting expected lower investment returns in future years. There was no change to the discount rate in 2018 and 2019.

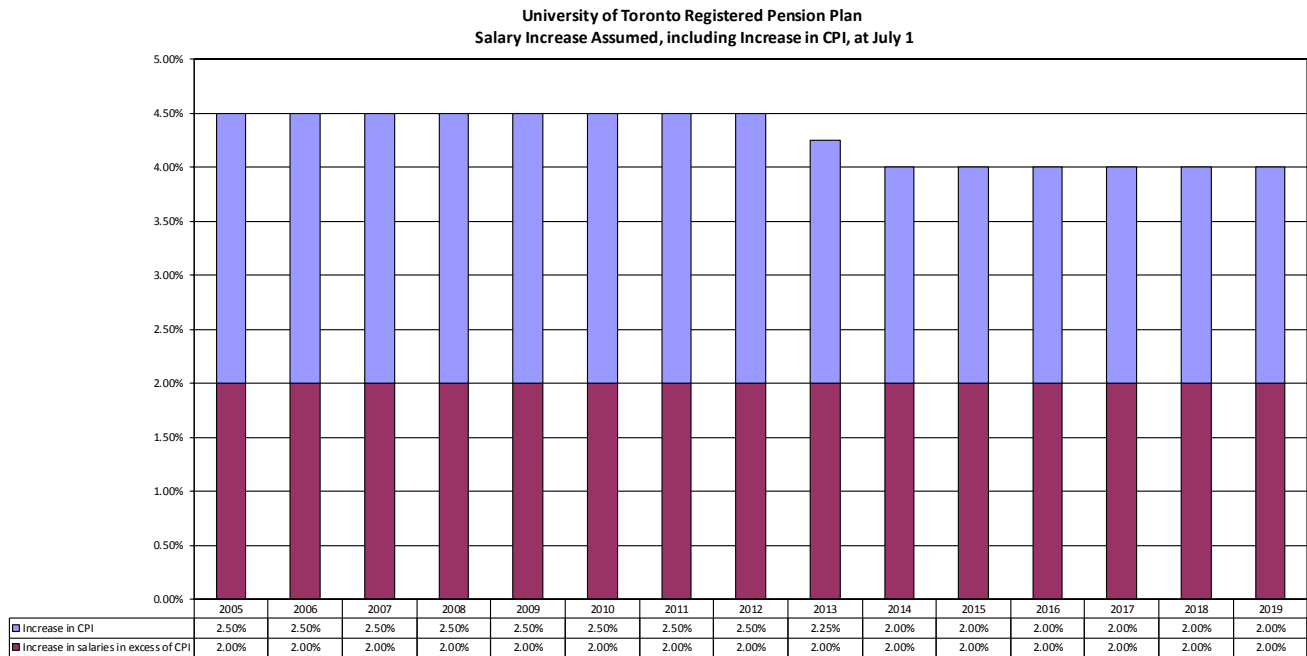
**University of Toronto Registered Pension Plan  
Interest Rate Assumed on Investments, including Increase in CPI, at July 1**



The significance of this assumption is that the liabilities represent the discounted net present value of future pension payments, and the discount rate is used to discount the pension payments to the present. The lower the discount rate, the higher the liabilities and the higher the funding needed for the defined benefit pension. Or another way of looking at this, the lower the expected investment earnings, the more funding that has to come from contributions.

## Salary increase assumption

This assumption attempts to predict what salary increases will be over the long term, and thus what will be the 36 months of highest average earnings for each plan participant at retirement. A 4.50% salary increase assumption had been in place from 2005 through 2012. In 2013, the salary increase assumption was changed from 4.50% to 4.25% to reflect the change in the increase in the CPI from 2.50% to 2.25%, with the assumption changing again in 2014 from 4.25% to 4.00% to reflect the change in the increase in the CPI from 2.25% to 2.00%. There have been no changes to this assumption since 2014.





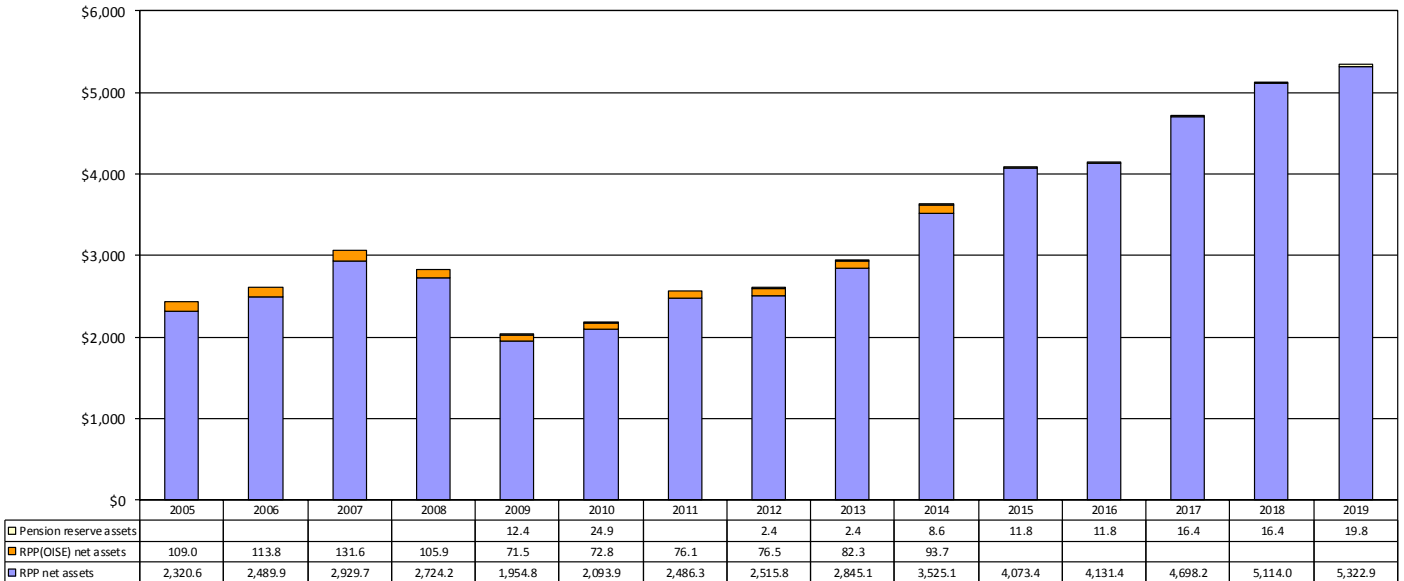
## Pension Assets

Total net assets for the RPP and the pension reserve was \$5,342.7 million at June 30, 2019, comprising:

\$ 5,322.9 million	RPP net assets
\$ 19.8 million	Pension reserve (University funds)

The change in these assets since 2005 is shown on the following chart:

**Market Value of Pension Assets<sup>1,2,3</sup>**  
at June 30  
(millions of dollars)



<sup>1</sup> Including partial wind-up members in RPP(OISE) assets in years up to 2007.

<sup>2</sup> Pension reserve assets of \$25.0 million were transferred to the RPP in 2011.

<sup>3</sup> Beginning in 2015, RPP assets include the assets of the former RPP(OISE) plan.

The RPP, and RPP(OISE) prior to 2015, represent separate legal trusts containing pension assets, and a link to their financial statements is included in Appendix 1. The pension reserve assets are University funds that are not held in trust. This report considers contributions to the pension reserve but does not focus on investment earnings of this fund.

As discussed more fully in the Investment Earnings section in this report, pension plan assets are invested in the Pension Master Trust. Pension assets, which include the investment in the

Pension Master Trust as well as other pension plan net receivables, are shown below since 2015<sup>1</sup> :

<b>Pension Plan Assets at June 30</b>					
(thousands of dollars)					
	2019	2018	2017	2016	2015
<b>Investment in Pension Master Trust</b>					
Short-term investments	29,842	8,756	37,542	45,025	62,708
Government and corporate bonds	1,682,963	1,639,265	1,439,877	1,304,071	1,295,455
Canadian equities	520,511	506,796	464,635	533,660	606,578
United States equities	1,052,627	1,010,653	931,049	765,669	693,182
International equities	791,221	765,426	695,677	640,653	625,136
Emerging markets equities	521,825	503,438	469,471	402,211	409,253
Global equities	265,726	254,384	233,171	18,925	
Absolute return funds	394,133	384,238	391,851	409,986	403,512
	<u>5,258,848</u>	<u>5,072,956</u>	<u>4,663,273</u>	<u>4,120,200</u>	<u>4,095,824</u>
Derivative-related net (payable) receivable	54,264	33,865	27,420	(2,942)	(32,613)
<b>Pension Plan Investment in Pension Master Trust, at fair value</b>					
	<b>5,313,112</b>	<b>5,106,821</b>	<b>4,690,693</b>	<b>4,117,258</b>	<b>4,063,211</b>
Pension Plan - other net receivables	9,774	7,215	7,523	14,107	10,182
<b>Net Assets Available for Benefits</b>	<b><u>5,322,886</u></b>	<b><u>5,114,036</u></b>	<b><u>4,698,216</u></b>	<b><u>4,131,365</u></b>	<b><u>4,073,393</u></b>

As noted earlier, there are only two ways of funding a defined benefit pension plan – contributions and investment earnings. Contributions, plus investment earnings, minus the fees and expenses incurred in administering the pension plan and earning investment returns, and minus the payments to retired members result in the pension assets that are on hand and set aside to meet the pension liabilities.

It is important to note that there is a strong relationship between contributions and investment earnings. Since the amount that must be set aside in assets is driven by the pension liabilities, the key question on the asset side is:

**How much of the pension funding should be targeted to come from CONTRIBUTIONS and how much should be targeted to come from INVESTMENT EARNINGS?**

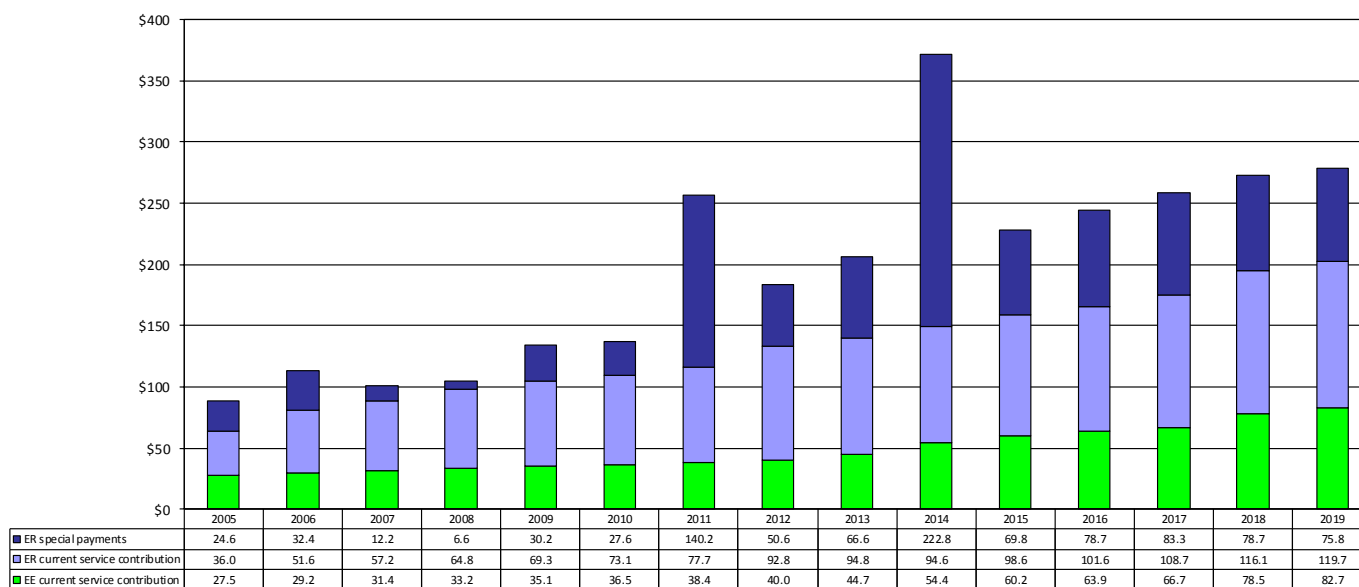
The higher the investment earnings that can be generated, the lower the contributions needed to be provided by members and by the University. However, there are significant risks inherent in investment markets and the higher the return that is targeted, the higher the risk of losing money is likely to be. The next two sections will examine the role of contributions and investment earnings and the following two sections will discuss fees and expenses and payments.

<sup>1</sup> *Net Assets Available for Benefits (referred to as Pension Assets or Market Value of Assets elsewhere in this report) includes the Investment in Pension Master Trust net of receivables and prepaid expenses less administrative liabilities of the pension plan, from the audited financial statements of the pension plan.*

## Contributions

The University of Toronto Pension Plan is a defined benefit **contributory** plan. As noted earlier, there are only two ways of funding a defined benefit pension plan – contributions and investment earnings. This section focuses on the contributions that have been made by the University and by employees. The following chart shows the contributions made by the University and by employees since 2005.

**Contributions by Source (Employee and Employer)<sup>1, 2</sup>**  
**for the year ended June 30**  
**(millions of dollars)**



<sup>1</sup> Voluntary Early Academic Retirement Program (VEARP) contributions included in ER special payments.

<sup>2</sup> ER special payments in 2011 exclude the \$25.0 million transfer of pension reserve assets to the RPP (for total ER special payments to the RPP of \$165.2 million) since increases to pension reserve assets had already been included as contributions in previous years for the purposes of the Pension Report. In 2012, 2014, 2015, 2017 and 2019 ER special payments include contributions to the pension reserve of \$2.4 million, \$6.2 million, \$3.2 million, \$4.6 million, and \$3.4 million respectively.

**Contributions** are to be made by members and by the employer to fund pension benefits earned in the current year, also known as the current service cost. The member share of those contributions is determined by formula, with the employer contribution representing the difference between the total current service contribution required (actuarially determined) and the portion paid by members.

**Contributions** by employers are not permitted under the Income Tax Act (Canada) into registered plans when there is an actuarial surplus greater than 25% of accrued liabilities (changed from 10% in 2010).

**Contributions** by employers are required to fund any going concern deficits over 15 years. Effective the next filed funding valuation, the new rules will require funding of any going concern deficit over 10 years, as well as requiring the funding of a Provision for Adverse Deviation. These special payment contributions are in addition to regular current service contributions.

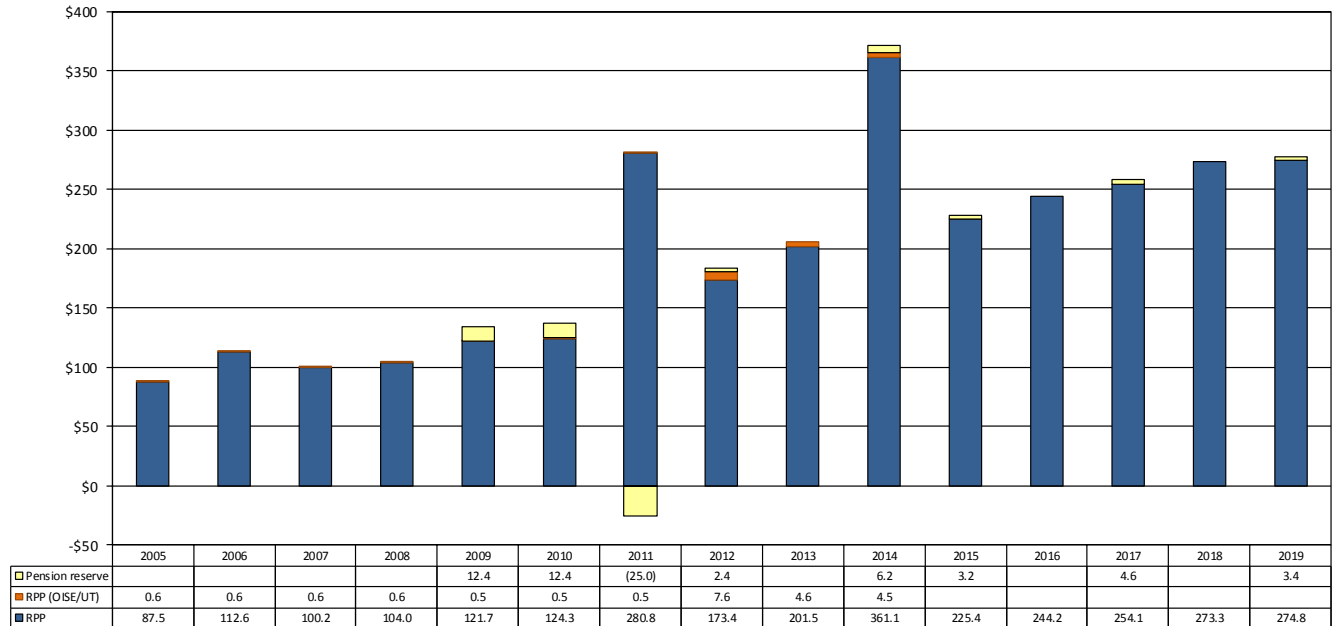
**Contributions** by employers are required to fund any solvency deficits over 5 years. Effective the next filed valuation, the new rules will only require the funding of solvency deficiency to that level that the Plan would be 85% funded on a solvency basis. These special payment contributions are in addition to regular current service contributions. (The Province of Ontario has established a temporary solvency funding relief program which has made provisions to vary this requirement – described later in this section).

The University adopted a new pension contribution strategy, approved by the Business Board in January 2004, with the objective of providing smoothed funding to deal with these deficits over a multi-year period, while permitting stable, predictable funding via the University's operating budget and while taking the Income Tax Act funding constraint into account. The key elements of the 2004 pension contribution strategy were as follows:

- Members and the University contribute 100% annual current service contributions (no contribution holidays).
- The SRA would be "funded" on the same basis as the registered pension plan, that is over 15 years.
- The University would allocate special payments of no less than \$26.4 million (increased to \$27.2 million to reflect subsequent benefits enhancements) to deal with the RPP and SRA deficits by way of a smoothed budget allocation over 15 years. This smoothed approach provided for higher payments than required in the earlier years, with the intent of protecting against solvency issues and providing for budget predictability within the University's operating fund.
- If some, or all, of the special payment amount is not needed or permitted to be made into the RPP under the Income Tax Act, it must be set aside and reserved outside the RPP.

The following chart shows the allocation of contributions by plan since 2005.

**Allocation of Contributions (both Employer and Employee) by Plan <sup>1,2</sup>**  
**for the year ended June 30**  
**(millions of dollars)**



<sup>1</sup> Pension reserve assets were transferred to the RPP in 2011. Since additions to the pension reserve in 2009 and 2010 were shown as contributions in those years, the transfer of pension reserve assets to the RPP in 2011 is shown as a negative contribution to the pension reserve in that year, and a positive contribution to the RPP.

<sup>2</sup> Beginning in 2015, RPP contributions include contributions from the former RPP(OISE) members.

This contribution strategy delivered additional funding to the pension plan to deal with the deficit that had emerged in 2003 and, through the requirement to maintain the \$27.2 million per year special payments budget even after the deficit was extinguished, made provision for a base funding level in the event of future deficits.

Beginning in 2008, and much more pronounced in 2009, the impact of the global financial crisis was to reduce market returns significantly, necessitating an overhaul of the pension contribution strategy to address the resulting large deficit. Rapidly falling interest rates also impacted solvency calculations, necessitating government action around solvency funding regulations.

In 2010, the Province of Ontario put in place a two stage process that was intended to provide institutions in the broader public sector (which includes universities) with an opportunity to make net solvency payments over a longer period than would otherwise be required. The University has been accepted to both stage 1 and stage 2 of this process. It should be noted that to qualify for stage 2 of this process, the Government expected institutions to negotiate with plan members, and their representatives, ways to enhance the long term sustainability of

defined benefit pension plans. The University has put into place member contribution increases to meet the conditions required for acceptance to stage 2 of the process. The Government also requires that during the relief period, and for a significant period of time following the relief period, contribution holidays would be restricted and any benefit improvements would require accelerated funding.

The pension contribution strategy was significantly revised to address the deficit and to reflect the Government's temporary solvency funding relief program. This revised pension contribution strategy, including a plan for funding the pension deficit, was approved by the Business Board on May 3, 2012 based on actuarial results to July 1, 2011 and assumptions about future years to 2030. The key elements of the current pension contribution strategy are as follows:

- Members and the University make 100% of required current service contributions into the registered pension plan each year.
- University pension plan current service contributions are to be no less than 10.77% of the capped participant salary base.
- In the event that legislation or regulation prohibits some or all of the University current service contributions from being deposited into the registered pension plan, those contributions will be reserved for pensions outside the registered pension plan.
- Supplemental Retirement Arrangement (SRA):
  - No further current service or special payment contributions will be made into the SRA.
  - The balance of the SRA assets will be deposited into the registered pension plan(s) by June 30, 2014 (see point below regarding second lump sum payment).
  - SRA payments to current and future pensioners will be made by the University.
- A second lump sum payment in the amount of \$150 million will be made into the registered pension plan before July 1, 2014, utilizing SRA assets (see above) and approved internal borrowing as required.
- Up to \$150 million of internal borrowing for pensions (Note: the Business Board approved internal borrowing for pensions of up to \$150 million on January 31, 2011. Inclusion of this item again here is for completeness).
- Letters of Credit will be utilized to address the net solvency special payments to the fullest extent permitted by legislation and regulation.
- Increase Operating Fund Special Payments Budget:

- To an amount deemed sufficient to meet the plan's special payment funding requirements, currently estimated to be \$97.2 million per year.<sup>1</sup>
- To fund special payments into the registered pension plan and other costs related to this pension contribution strategy such as borrowing repayment costs, SRA pension payments for pensioners, letter of credit fees, and Pension Benefit Guarantee Fund (PBGF) fees.
- Maintain that higher budget, currently estimated at \$97.2 million [increasing per year to \$137.2 million in 2023-24], until the pension deficit is extinguished.
- Maintain the annual special payments budget at \$27.2 million per year, even after the deficit and other costs related to this strategy have been extinguished.
- Maintain the pension reserve structure.

The full text of the Pension Contribution Strategy can be found on the Governing Council website at: <http://www.governingcouncil.utoronto.ca/AssetFactory.aspx?did=8516>.

Under solvency funding relief regulations, the solvency deficit as of July 1, 2014 would have to be amortized over 10 years based on qualifying for stage 2 of the process. Under the amended solvency funding relief regulations that were announced in the Ontario 2013 Budget, the University elected the one-year deferral period and an additional 3-year period during which the minimum special payment is the interest on the solvency deficit. After the 3-year period, any solvency deficit at that time would be amortized over 7 years (the remaining period in the original 10-year period). As a result, based on results at July 1, 2014, which was a "filing year" in which the actuarial reports were filed with FSCO, for the 7-year period beginning July 1, 2018 and ending June 30, 2025, the annual solvency special payments with stage 2 solvency funding relief would have been approximately \$63.0 million (using the estimated solvency deficit as of July 1, 2016 as a proxy). This is in addition to the annual going concern special payments of \$78.7 million for the 15-year period beginning July 1, 2015.

In 2016, the Ontario government amended Ontario Regulation 178/11 under the Pension Benefits Act to provide additional stage 2 solvency funding relief measures for certain public sector plans. Regulation 350/16 requires the University to make minimum special payments sufficient to liquidate 25% of the solvency deficiency over seven years and to cover interest applied on the remaining 75% of the solvency deficit not being amortized, with the amended solvency funding requirement funded over seven years beginning July 1, 2018. Under this amended regulation, annual minimum required going concern special payments are \$44.5 million starting July 1, 2017<sup>2</sup>, and annual solvency special payments are an additional \$21.3

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<sup>1</sup> *Subsequently increasing in stages to \$137.2 million per year by 2023-24 via the Budget Report, last approved by Governing Council on April 4, 2019.*

<sup>2</sup> *The July 1, 2017 actuarial valuation was a required filing valuation.*

million starting July 1, 2018 after giving effect to the one-year deferral provision related to the start of required solvency payments under the temporary solvency funding rules. However, the University expects this drop in required funding to be temporary due to the new pension funding rules being implemented by the Province (see below) and, therefore, the University will continue to budget for higher special payments in the short and medium term.

The Province has introduced pension funding reform effective May 1, 2018 (Regulation 250/18). Under the new rules:

- Universities will only be required to make special solvency payments if the solvency funding status is less than 85%, with any deficiency amortized over 5 years;
- The amortization period for amortizing the going concern deficit will be reduced to ten years from 15 years, and a reserve factor (Provision for Adverse Deviation) will be applied to both accrued liabilities and current service costs; and
- The Province will increase the Pension Benefits Guarantee Fund monthly guarantee, which will likely require higher premiums.

The full impact on the University of these changes will be reflected in the next funding valuation, which will be no later than as of July 1, 2020.

The university administrations, faculty associations, unions and non-represented staff at the University of Toronto, University of Guelph and Queen's University have been working to develop a new jointly sponsored pension plan (JSPP) effective January 1, 2020, that would cover employees and retired employees in the existing plans at all three universities, with contributions and accrual of benefits to be effective from a future date (anticipated to be July 1, 2021). The consent process was completed in June 2019 with the required consent threshold for each of the five existing plans being surpassed, enabling the conversion to the JSPP to proceed. Only once the remaining necessary regulatory approvals are obtained, the assets and liabilities of the Plan will be transferred to the new JSPP as at the effective date of accrual of benefits under the new plan (anticipated to be July 1, 2021).

The following certification summarizes the contributions to the plans for the period from July 1, 2018 to June 30, 2019:



December 10, 2019

Governing Council of the University of Toronto  
27 King's College Circle  
Toronto, ON M5S 1A1

**Contributions to: University of Toronto Pension Plan**

This letter confirms that the University of Toronto has made all required pension contributions to the University's registered pension plan for the pension fiscal year ending June 30, 2019. The contributions to the plans totaled \$274,768,525. The following table summarizes the contributions by source:

	<b>Total</b>
Employee – current service	\$ 82,674,525
Employer – current service	119,734,000
Employer – special payment	<u>72,360,000</u>
<b>Total</b>	<b><u>\$ 274,768,525</u></b>

The above contributions to the plan exclude portability and reciprocal transfers from other plans of \$2,814,353.

(signed)

Sheila Brown  
Chief Financial Officer

## Investment Earnings

As noted earlier, pension assets arise from only two sources of funding – contributions (including transfers from other plans) and investment earnings. These sources of funding must pay for the payments to retired members and lump sum transfers, and for the fees and expenses incurred in administering and investing the pension plan. Investment earnings are dependent on several elements:

- How much risk are we willing to take to try to achieve an acceptable level of investment earnings, understanding that the higher the investment earnings we want, generally speaking, the higher the risk of loss we are going to have to tolerate and to plan for?
- What investments do we make – the investment strategy, including asset mix – to try to achieve investment earnings?
- How are investment markets performing, in Canada and around the world?

The registered pension plan is invested through the unitized University of Toronto Master Trust (“pension fund master trust” or “PMT”) which, until the assets of the RPP(OISE) plan were transferred to the RPP on June 30, 2016, combined for investment purposes the assets of the RPP and the RPP(OISE). The PMT was created on August 1, 2000 to provide the assets of the two registered pension plans with the same economies of scale, diversification and investment performance. The pension assets in the PMT are invested by the University of Toronto Asset Management Corporation (UTAM) on behalf of the pension plan. UTAM, which was formed in April 2000, is a separate non-share capital corporation whose members are appointed by the University. The UTAM Board is responsible for the oversight and direction of UTAM as a corporation. The current framework for investment policy, strategy and monitoring for the PMT is as follows:

- The investment return targets and risk limits are developed by the University administration, reviewed by the IC<sup>1</sup>, embedded in the Pension Fund Statement of Investment Policies and Procedures (SIPP) and approved by the University of Toronto Pension Committee.
- The Reference Portfolio, which is both the policy asset mix and the benchmark portfolio<sup>2</sup> with respect to passive investing, is based on the investment return targets and risk limits. It is developed by the IC and UTAM, working together, embedded in

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<sup>1</sup> In May 2016, the Investment Committee (IC) was established as the successor to the Investment Advisory Committee. The IC reports to the President of the University and provides expert advice to the University Administration, collaborating extensively with the University Administration and with UTAM management staff on investment objectives and investment activities.

<sup>2</sup> The reference portfolio is used as a measure of the returns that are achievable in financial markets given the University's risk appetite.

the SIPP, and approved by the Pension Committee. The Reference Portfolio and the associated risk limits, once approved, also constrain the flexibility that UTAM can exercise in actively managing the actual portfolio.

- Investment performance is monitored by UTAM, the IC, the University administration and the Pension Committee through regular reporting by UTAM to these various groups. That reporting includes current period and multi-year comparisons of actual performance relative to the PMT target returns and risk limits and to the Reference Portfolio's returns and risk.

The SIPP includes the return objectives, risk tolerance, asset allocation, benchmarks for the evaluation of performance, and other elements required by regulation. The Pension Committee reviews and confirms the SIPP annually in accordance with pension regulation. The SIPP was most recently reviewed and approved on September 18, 2019.

### **The Reference Portfolio**

As described in the SIPP, in order to meet the planned payment of pensions to current and future pensioners at the existing contribution levels, the return objective is a real investment return of at least 4.0% over rolling 10-year periods, while taking an appropriate amount of risk to achieve this target, but without undue risk of loss.

The Reference Portfolio is based on these investment return and risk tolerance objectives. It is both the policy asset allocation<sup>1</sup> and the passive benchmark portfolio against which active management decisions are evaluated. By design, the Reference Portfolio has the following characteristics:

1. Reflects the risk and return objectives of the PMT,
2. Simple (i.e. public market asset classes only),
3. Passive (i.e. no active strategies),
4. Easy to implement (i.e. no need for a large investment team to implement), and
5. Low cost to implement.

The Reference Portfolio was established in 2011 and was most recently reviewed during the 2018-19 pension fiscal year. The recommended changes resulting from this review were included in the SIPP approved by the Pension Committee on Sept. 18, 2019.

The following table shows the Reference Portfolio, the minimum and maximum weights of the actual portfolio, and the associated benchmarks as of the most recent SIPP approved on September 18, 2019.

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<sup>1</sup> *Asset allocation is defined as the division of a portfolio's assets among a variety of asset classes in accordance with long-term policy goals.*

REFERENCE PORTFOLIO WEIGHTS AND ALLOWABLE RANGE OF ACTUAL PORTFOLIO WEIGHTS				
	Reference Portfolio	Benchmark Index	Allowable Range of Actual Portfolio	
	%		Min. %	Max. %
<b>Equity</b>				
Global	60	MSCI All Country World Total Return Index (Net)	50	70
<b>Fixed Income</b>				
Credit	20	FTSE Canada All Corporate Bond Total Return Index	10	30
Rates	20	FTSE Canada All Government Bond Total Return Index	10	30
<b>Total</b>	<b>40</b>		<b>25</b>	<b>50</b>
<b>Other</b>	<b>0</b>		<b>0</b>	<b>15</b>
<b>Total</b>	<b>100</b>			
<b>Unhedged Currency Exposure<sup>1</sup></b>	<b>32.6</b>		<b>25</b>	<b>40</b>

<sup>1</sup> Within global equities, 50% of the developed markets currency exposure to be hedged back to Canadian dollars and no hedge on the emerging markets currency exposure.

The Reference Portfolio provides a transparent replicable benchmark against which to compare an active management approach, although over shorter periods of time the Reference Portfolio's real return may deviate from the longer term expectation. Given the decision to allow an active management approach, it is prudent to establish a PMT-level risk limit within which UTAM has discretion to make and implement investment decisions with the objective of earning returns above the Reference Portfolio.

### The Risk Limit

Risk is defined as the volatility of pension asset returns. The PMT-level risk limit referenced in the previous section is defined as the volatility of the Reference Portfolio plus an additional amount of active risk. Active risk is defined as the volatility of the actual portfolio minus the volatility of the Reference Portfolio. It is managed within a "traffic light" risk framework as outlined in the table below<sup>1</sup>. The Normal range of Active Risk is -50 bps (i.e. -0.5%) to 150 bps, but it is allowed to go as high as 175 bps for up to 6 months. Immediate action is required to reduce Active Risk if it exceeds 175 bps. In addition, if Active Risk is below -50 bps, a discussion is required to occur between UTAM and the University.

Active Risk Zone	Active Risk (in basis points)	Maximum Allowed Time in Zone	Required Response and Communication Protocol
Target Zone ("Normal")	$-50 \leq \text{Active Risk} \leq 150$	No limit	Normal operating range for Active Risk.

<sup>1</sup> This risk framework was most recently approved by the Pension Committee on Sept. 18 30, 2019 as part of its approval of the SIPP.

Active Risk Zone	Active Risk (in basis points)	Maximum Allowed Time in Zone	Required Response and Communication Protocol
<b>Notification and Analysis Zone ("Watch")</b>	<b>150 &lt; Active Risk ≤ 175</b>	6 months	As soon as practical*, UTAM President will notify IC Chair(s). At the next regularly scheduled IC meeting, UTAM President will report the reasons for the elevated risk and indicate potential steps for reduction should risk rise to the Mitigation Zone. If risk returns to the Target Zone, the IC will be informed at its next regularly scheduled meeting. If risk remains in the Watch zone for 6 consecutive months it will cause an escalation to the Mitigation Zone.
<b>Mitigation Zone ("Alert")</b>	<b>Active Risk &gt; 175</b>	1 month	As soon as practical*, UTAM President will notify the IC Chair(s). UTAM will immediately initiate steps to return risk to the Target Zone. At the next regularly scheduled IC meeting, UTAM President will report the reasons for the elevated risk and describe the actions taken to reduce risk and any further planned action.

\* Reporting of breaches will occur as soon as the risk measure has been validated based on existing operational processes.

Actual investment performance is evaluated against the return and risk objectives over time and also compared to the performance of the Reference Portfolio to provide a measure of the degree of success of the active management program.

The current methodology is based on a belief that we should primarily be concerned with achieving the investment return targets and adhering to the risk limits as stated in the SIPP. Achieving the return target is paramount because, as noted above, funding for the pension plan comes only from two sources – contributions (from plan members and the University) and investment earnings. While there is a margin of error for adverse events (i.e. assuming a 3.55% real investment return discount rate for going concern actuarial valuation assumption purposes versus the target real investment return of 4.0% over 10 years in the SIPP, both net of investment fees and expenses), it is still very important that actual investment returns meet the investment return target over the long-term, to sustain the pension plan over the long-run.

The challenge is to find a way to evaluate performance versus these longer-term investment return targets over a multi-year period while taking into account the influence of underlying financial markets conditions on short-term results, and to put those short-term results into perspective.

The University evaluates investment performance for the PMT against the investment return targets, the Reference Portfolio returns and the active risk framework, as specified in the SIPP. The primary objective must be the achievement of the PMT investment return targets while controlling risk to within the specified risk framework.

Active risk at June 30, 2019 was 89 bps (i.e. 0.9%) and total risk was 8.19%, compared to Reference Portfolio risk of 7.30%, well within the Active Risk Green Zone (-50 bps to +150 bps).

The actual PMT performance compared with the investment return targets and the Reference / Benchmark Portfolio returns is shown in the table below:

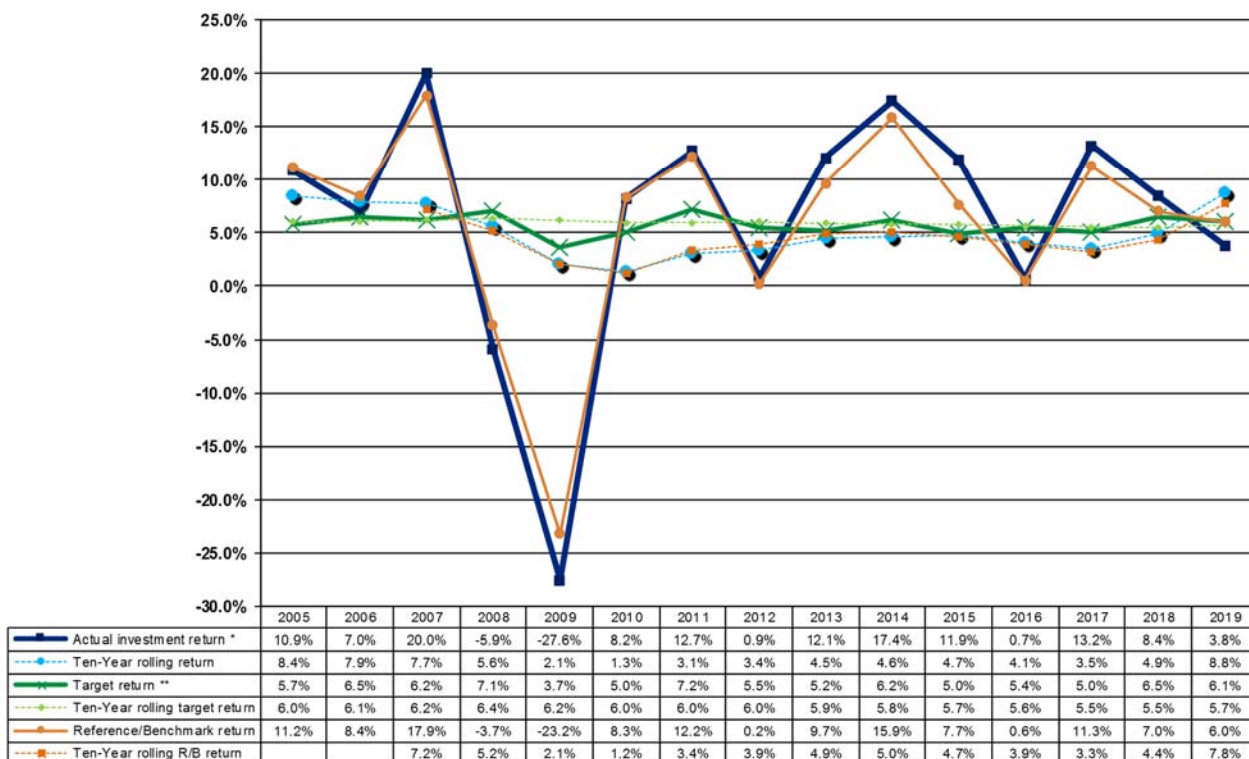
<b>PMT Performance - Comparing Actual Performance with Target and Benchmark Returns</b>			
	1 year return to Jun 30/19	5 year return to Jun 30/19	10 year return to Jun 30/19
PMT actual investment return	3.83%	7.50%	8.81%
PMT target investment return (4.0% + CPI)	6.10%	5.62%	5.71%
Reference / Benchmark portfolio return	6.01%	6.45%	7.79%
Difference between PMT actual and target	-2.27%	1.88%	3.10%
of which:			
the % attributable to the Reference/Benchmark portfolio:	-0.09%	0.83%	2.08%
the % attributable to UTAM active management decisions:	-2.18%	1.05%	1.02%
Note: all investment return percentages are net of all investment fees and expenses			

*Due to rounding in this table, some values may differ from the results of simple addition or subtraction*

As the above table indicates, for the one-year period from July 1, 2018 to June 30, 2019, the target investment return for the PMT was 6.10%, representing a 4.0% real return plus inflation of 2.10%, net of investment fees and expenses. The actual return for the year was 3.83%, which was lower than the target return by 2.27% (3.83% - 6.10%). The difference is attributable to a) the Reference Portfolio return (which is the benchmark return to indicate how markets performed) being less than the target return by 0.09% (6.01% - 6.10%); and b) active management decisions by UTAM resulting in underperformance vs the Reference Portfolio of 2.18% (3.83% - 6.01%). It is important to emphasize that all of the return percentages are net of investment fees and expenses.

The same analytical framework applies to the other periods shown in the table above. For the five-year period from July 1, 2014 to June 30, 2019, the actual annual return for the PMT was 7.50%. The actual return exceeded the target annual return of 5.62% by 1.88% (7.50% - 5.62%), of which 1.05% (7.50% - 6.45%) was due to value added from UTAM active management decisions.

**Pension Master Trust (PMT)  
Actual, Target and Reference/Benchmark Returns**



\* Returns are time-weighted, calculated in accordance with industry standards, are net of investment fees and expenses, and exclude returns on private investments prior to 2008.

\*\* Target return is 4.0% plus CPI.

If we look at the ten-year rolling returns ending June 30<sup>th</sup> of each year, we find that for the period from 2005 to 2007, the actual ten-year rolling returns were above the PMT ten-year target return. However, in 2008 the PMT suffered a negative return of 5.9% and in 2009 a negative return of 27.6% due to the global financial crisis (the benchmark portfolio returns were -3.7% and -23.2% respectively). Since then, all major financial markets have rebounded from the meltdown experienced in 2008 and 2009. Importantly, for the ten-year period ending in 2019, actual returns exceeded the 10-year rolling target return for the PMT.

In 2007, pre-financial crisis, the actual ten-year rolling return of 7.7% exceeded the ten-year rolling target return of 6.2% by 1.5%, and the ten-year rolling benchmark portfolio return of 7.2% by 0.5%. By 2010, following the financial crisis, the ten-year rolling actual return of

1.3% was less than the ten-year rolling target return of 6.0% by 4.7% even though it was in line with the ten-year rolling benchmark portfolio return of 1.2%. However, by 2019, the ten-year rolling actual return had rebounded to 8.8%, exceeding the ten-year rolling target investment return of 5.7% (by 3.1%) and above the ten-year rolling benchmark portfolio return of 7.8%. Please see the section **Status of the Pension Plan – In Perspective** for how investment performance impacts the financial health and status of the pension plan.

### **Environmental, Social and Governance Factors**

Beginning in 2016, the SIPP was amended to include the following wording with respect to ESG, in the section entitled “Responsible Investment”:<sup>1</sup>

The Pension Committee believes that responsible investment includes investing in firms whose sound ESG practices are aligned with the long-term financial best interests of the beneficiaries of the Plan. The Pension Committee believes that the adoption by organizations of sound ESG practices that benefit society and the planet may reduce financial risk over time and offer better long-term value for investors. Similarly, the Pension Committee believes that ESG factors may have a material impact on the long-term financial performance of particular investments. Therefore, in the context of the overall mandate of the Pension Committee to achieve the targeted long-term investment return without undue risk of loss, and recognizing that the significance of ESG factors varies from industry to industry and from place to place, ESG factors, with reference to evolving data and metrics will be integrated into investment analysis and management of the plan’s assets, where relevant and material. Recognizing that this process will take time, the Pension Committee requires that UTAM report annually to the Pension Committee on progress towards meeting this objective.

Environmental, social and governance factors are defined as follows:

- environmental factors are those that relate to a company or industry’s interaction with the physical environment (e.g. climate impact, energy efficiency);

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<sup>1</sup> *The report by the President of the University of Toronto, entitled Beyond Divestment: Taking Decisive Action on Climate Change, which represented the administrative response to the Report of the President’s Advisory Committee on Divestment from Fossil Fuels, provides the rationale, including a discussion of fiduciary duty, and recommends that ESG factors be integrated in investment decision making for pension funds.*

*Effective January 1, 2016, under the Pension Benefits Act, a plan’s SIPP is required to include information as to whether ESG factors are incorporated into the plan’s SIPP and, if so, how those factors are incorporated. Under investment guidance note IGN-004 Environmental, Social and Governance (ESG) Factors, issued by FSCO in October 2015, it is expected that plan administrators will decide whether or not to incorporate ESG factors into their investment policies and procedures and document their position in the plan’s SIPP. The ESG language that has been included in the SIPP was developed after review of ESG language for many university and large broader public sector pension plans.*



- social factors are those elements of a company's or an industry's practices that have a social impact on a community or society (e.g. the impact of a company's or an industry's practices on human rights or indigenous rights); and
- governance factors are those that have an impact on how a company is governed (e.g. how it responds to conflict of interest).

A detailed review of the investment performance, which is managed and measured on a calendar year basis by UTAM, is available on UTAM's website at [www.utam.utoronto.ca](http://www.utam.utoronto.ca).

Please see the next section for a discussion of fees and expenses.

## Fees and Expenses

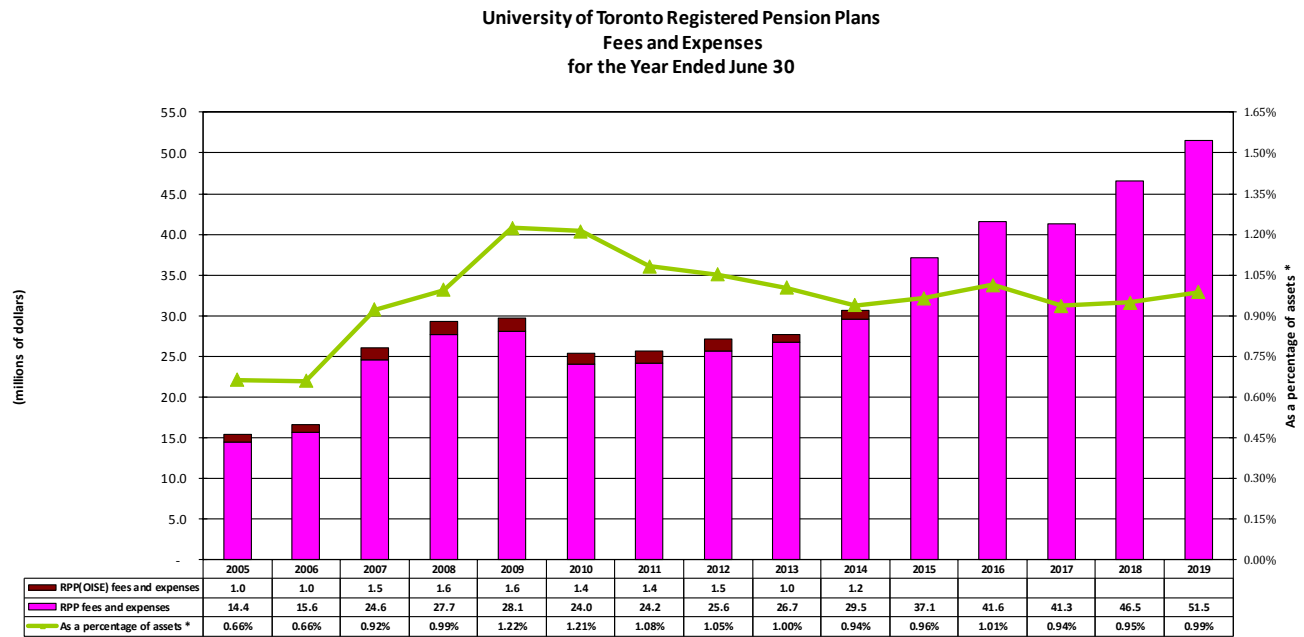
It costs money to manage, administer and invest pension plan assets. There are several categories of fees, including those for pension administration services (e.g. recordkeeping, calculation of benefits, payments to retired members), custody of pension assets, and investment of pension assets. The fees and expenses incurred by/for the Pension Master Trust for the years ended June 30, 2019 and June 30, 2018 were as follows, in millions of dollars:

	<b>2019 Total</b>	2018 Total
Investment management fees - external managers <sup>1</sup>	<b>44.2</b>	39.7
Investment management fees - UTAM	<b>4.2</b>	3.9
Pension records administration	<b>1.0</b>	0.9
Administration cost - University of Toronto	<b>0.7</b>	0.7
Actuarial and related fees	<b>0.5</b>	0.5
Trustee and custodial fees	<b>0.3</b>	0.2
Transaction fees	<b>0.2</b>	0.3
Other fees	<b>0.4</b>	0.3
<b>Total</b>	<b>51.5</b>	46.5

<sup>1</sup> Increase primarily due to new private market investment commitments

External investment management fees, which represent 86% of total fees and expenses in 2019 (85% in 2018), are typically related to the size of assets under management given most external managers charge fees based at least in part based on the amount of assets managed. Total external investment management fees increased from \$39.7 million in 2018 to \$44.2 million in 2019.

The following chart provides a historical perspective on the fees and expenses:



\* based on the average of opening and closing market value of assets.

Beginning in 2015, all fees and expenses are allocated to the RPP.

Between June 30, 2018 and June 30, 2019, RPP net assets increased from \$5,114.0 million to \$5,322.9 million (see Pension Assets on page 23). Total fees and expenses increased from \$46.5 million in 2018 to \$51.5 million in 2019. As indicated in the above chart, total fees and expenses for the plan in 2019 were 0.99% of the average market value of net assets of the pension plan, an increase from 0.95% in 2018.

The management expense ratio (MER) is a standard investment industry ratio which compares the costs of investment management, both direct and indirect, to the total assets under management. The MER includes expenses incurred by UTAM and all investment management fees except for investment manager performance fees. It excludes other pension administration costs such as external audit fees, records administration, actuarial fees and University of Toronto administrative fees. It also uses the average annual market values for the year. The MER for the pension master trust was 0.93% in 2019, an increase from 0.89% in 2018.

A question of obvious interest is why total fees and expenses for the RPP and RPP(OISE) increased in percentage terms during the period 2007 to 2009. This was due to several factors. Starting in 2005 and 2006, the investment strategy placed increasing emphasis on alternative assets such as hedge funds and private investments, which generally have higher

investment management fees than traditional investments such as public fixed income or public equities. It is anticipated that despite their higher management fees, alternative assets will diversify portfolio risk and generate higher investment returns in the long-run compared to comparable public market investments. In addition, the fall in asset values in 2008 and 2009 also caused a marked increase in fees and expenses in relation to asset values.

It is important to note that fees and expenses should not be viewed in isolation. Instead, they should be considered alongside the value created as a result of paying these fees. For example, the Pension Master Trust performance (net of all investment fees) exceeded that of the benchmark portfolio by 1.0% per year over the five-year period ending June 30, 2019, which equates to approximately \$190 million in dollar terms.

For more information on fees and expenses refer to note 6 of the University of Toronto Pension Plan financial statements at <http://finance.utoronto.ca/reports/pension/>.

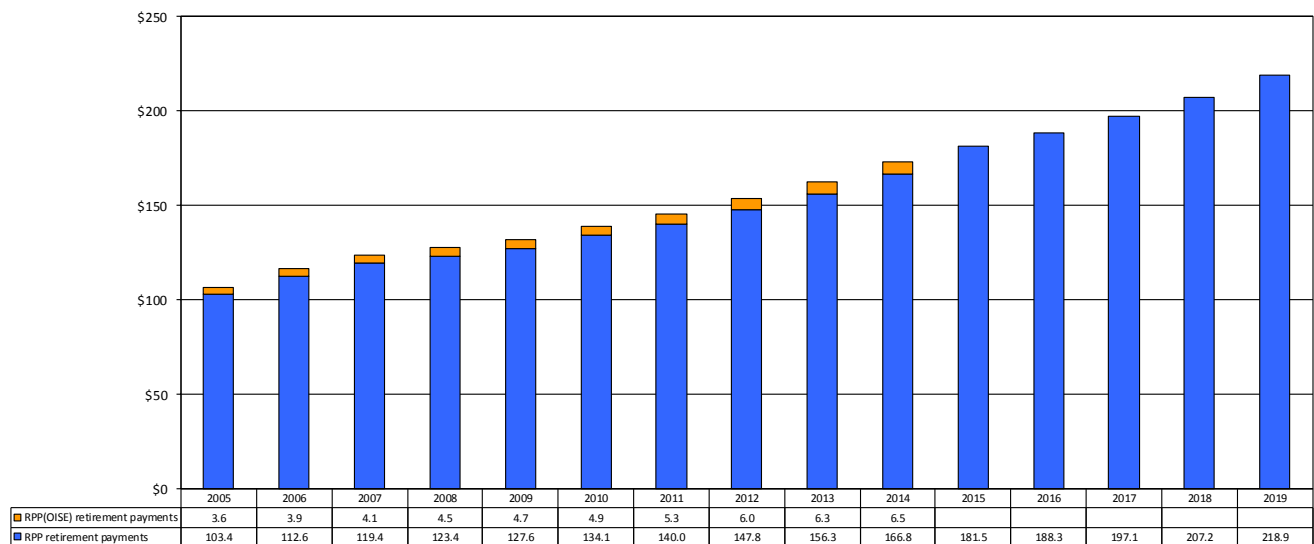
## Pension Payments

The section on participants showed that the number of retired members in the registered pension plan has increased from 4,246 in 2005<sup>1</sup> to 6,209 in 2019, an increase of 46.2%. Payments to retired members reflect this increase in numbers as well as the cost of living adjustments and augmentations that have occurred in certain years for certain member groups.

The dollar value of payments from the pension plan has increased from \$103.4 million in 2005 to \$218.9 million in 2019.

The rate of increase in payments is higher than the rate of increase in the number of members mainly due to pension indexation, augmentation of existing pension payments and higher starting pensions for more recently retired members reflecting higher average earnings.

**University of Toronto Registered Pension Plans  
Retirement Payments\* for the year ended June 30  
(millions of dollars)**



\* excluding refunds and transfers to other plans upon termination

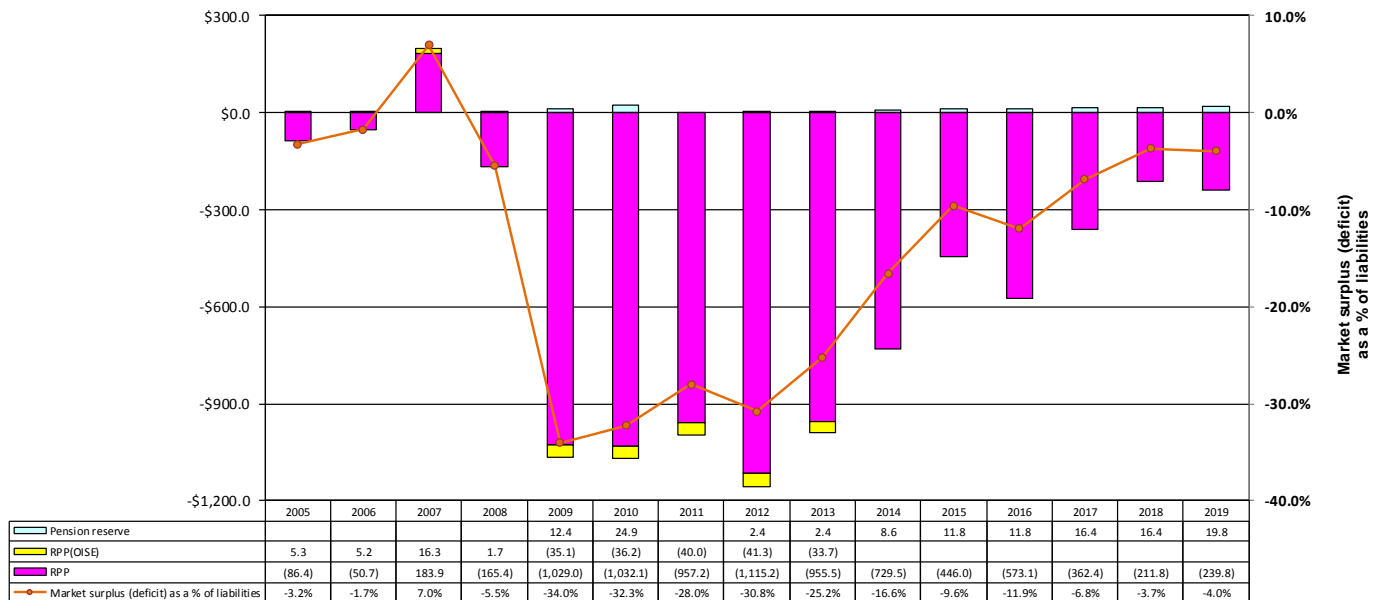
<sup>1</sup> Excluding retirees in the RPP(OISE) plan.

## Pension Market Deficit

Going concern pension liabilities minus pension assets at market value result in the net funded status of the pension plan - the market surplus or market deficit. The going concern market deficit of the pension plan at July 1, 2019 was \$239.8 million. There is also \$19.8 million in a pension reserve outside of the registered plan. Funds can be transferred from the pension reserve into the RPP, but not from the RPP to the pension reserve.

The change in the going concern market surplus or deficit since 2005 is shown on the following chart:

**Going Concern Market Surplus (Deficit)  
as at July 1  
(millions of dollars)**



Beginning in 2015, the going concern surplus (deficit) includes the surplus (deficit) of the former RPP(OISE) plan.

Since 2005, the financial position of the registered pension plans has varied from a combined surplus high of \$200.2 million in 2007 to a combined deficit high of \$1,156.5 million in 2012. The current market deficit of the RPP is \$239.8 million. Here is the history of the changes in the deficit since 2005:

- Between 2005 and 2007 the financial position of the registered plans improved from a net combined deficit of \$81.1 million to a combined surplus of \$200.2 million, primarily as a result of positive investment returns during the period;
- In 2008, an investment return of -5.9% resulted in the financial position of the registered plans moving from a combined surplus of \$200.2 million to a combined deficit of \$163.7 million;

- In 2009, the unprecedented level of investment losses due to the global financial and economic crisis increased the market deficit of the registered pension plans from \$163.7 million in 2008 to \$1,064.1 million in 2009;
- In 2010, the combined deficit increased slightly to \$1,068.3 million;
- The deficit improved in 2011 to \$997.2 million (the net result of actuarial assumption changes offset by a \$150 million lump sum contribution and investment returns of 12.7%);
- In 2012, the deficit increased to \$1,156.5 million mainly as a result of investment returns of only 0.9%, while pension liabilities continued their upward trend;
- The deficit improved again in 2013 to \$989.2 million, the net result of investment returns of 12.1% and special contributions of \$66.6 million partly offset by actuarial assumption changes;
- In 2014, the deficit of the registered pension plan (post-merger of the RPP(OISE) with the RPP) reduced to \$729.5 million as a result of investment returns of 17.4% and a \$150 million lump sum contribution, partially offset by updated actuarial assumptions;
- In 2015, the deficit in the RPP decreased further to \$446.0 million as a result of investment returns of 11.9% in excess of a target return of 5.0% (4% plus CPI) and special contributions of \$66.6 million;
- In 2016 the deficit in the RPP increased to \$573.1 million mainly as a result of investment returns of 0.7%, falling short of the target return of 5.4%, partially offset by pension special payments of \$78.7 million;
- In 2017 the deficit in the RPP decreased to \$362.4 million as a result of investment returns of 13.2%, additional special payments of \$83.3 million, partially offset by updated actuarial assumptions; and
- In 2018 the deficit in the RPP decreased to \$211.8 as a result of investment returns of 8.42% exceeding target returns of 6.46%, additional special payments to the plan of \$78.7 million, partially offset by a change in the mortality assumption.
- In 2019 the deficit in the RPP increased to \$239.8 million mainly as a result of investment returns of 3.8%, lower than the target return of 6.1%, partially offset by pension special payments of \$72.4 million.

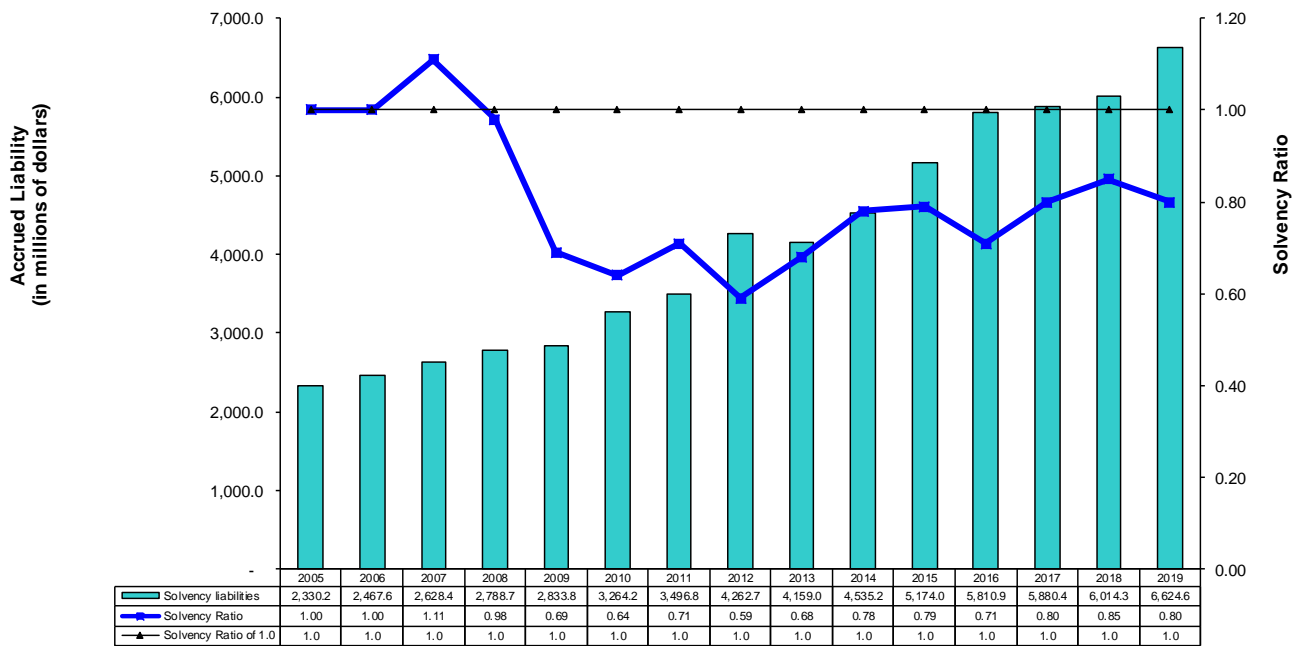
At July 1, 2019, the going concern market deficit of the registered pension plan represented about 4.0% of liabilities. See the section “Status of the Pension Plan – In Perspective” for more detailed analysis of the components of the change in the pension deficit over the past 10 years.

The surplus (deficit) varies with the type of actuarial valuation and with the assumptions used to estimate the liabilities. The following section shows the impact of solvency and hypothetical wind-up assumptions on the surplus or deficit.

# The Role of Solvency and Hypothetical Wind-up Valuations

As noted earlier, we are legally required to calculate the solvency and hypothetical wind-up actuarial valuations, which have different assumptions from the going concern valuation. The solvency valuation essentially determines the status of a pension plan as if it were to be wound up on the valuation date and requires that the liabilities be discounted at current market rates, rather than at long-term rates, but without indexing.

**RPP**  
**Solvency Ratio and Solvency Liabilities (without Escalated Adjustments)**  
**as at July 1**



*Solvency liabilities and solvency ratio for the RPP excludes the University of Toronto (OISE) Pension Plan prior to 2015.*

The RPP solvency ratio (the ratio of assets to solvency liabilities) decreased from 0.85 at July 1, 2018 to 0.80 at July 1, 2019 mainly due to investment returns that were lower than target returns as well as a general decrease in the prescribed discount rates<sup>1</sup> used to discount the liabilities. As of July 1, 2019, the plan had a solvency deficit of \$1.30 billion versus a solvency

<sup>1</sup> Prescribed discount rates for solvency valuation purposes for active and LTD members not retirement-eligible (transfer value basis) changed from 2.9% for 10 years and 3.2% thereafter at July 1, 2018 to 2.3% and 2.8% respectively at July 1, 2019. Prescribed discount rates for solvency valuation purposes for other members increased from 3.0% at July 1, 2018 to 2.75% at July 1, 2019.

deficit of \$901.6 million as of July 1, 2018. The main reasons for the current solvency deficit of the RPP reflect a decline in interest rates that has resulted in unprecedentedly low discount rates that must be used to value solvency liabilities, and lengthening life spans which required updated tables/improvement scales to be used for the mortality rates assumption in 2007, 2011, 2014 and 2018.

As stated previously, the solvency ratio refers to the ratio of solvency assets to solvency liabilities (excluding indexation). A solvency ratio of 1.0 or higher means that at a particular point in time there is a solvency excess. A solvency ratio of less than 1.0 indicates that at a particular point in time there is a solvency deficit. If the solvency ratio is less than 0.85 at the time the valuation is filed with the regulators, an actuarial valuation must then be filed annually until such a point when the solvency ratio is above 0.85. Otherwise, valuations must be filed at least triennially. The next required actuarial valuation to be filed with the regulators is July 1, 2020.

The hypothetical wind-up valuation extends the solvency valuation by adding in the value of future pension indexation adjustments. On a hypothetical wind-up basis, the RPP market deficit at July 1, 2019 would be \$3.6 billion<sup>1</sup>.

The RPP solvency ratio of 0.80 at July 1, 2019 would normally trigger large net solvency payments over a five-year period. As noted earlier, the Government has put in place a two stage process that is intended to provide institutions in the broader public sector (which includes universities) with an opportunity to make net solvency payments over a longer period than would otherwise be required. The University was accepted to stage 2 of this process in 2014. Also noted earlier in this document (page 29), a revised pension contribution strategy reflecting plans to deal with the pension deficit was approved by the Business Board on May 3, 2012.

Under the amended solvency funding relief regulations, the University has elected an additional 3-year period during which the minimum special payment is the interest on the solvency deficit (to June 30, 2018). After the 3-year period, the solvency deficit would be amortized over 7 years (the remaining period in the original 10-year period – July 1, 2018 to June 30, 2025).

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<sup>1</sup> *There are in fact capacity constraints within the Canadian group annuity market that make it very unlikely that the indexed liabilities for a plan of this size could be settled through the purchase of indexed annuities. Based on Educational Notes prepared by the Canadian Institute of Actuaries, in such cases, the actuary may make a reasonable hypothesis on the manner in which benefits may be settled on wind-up. That could include a modification on the benefits provided such as converting from floating to fixed indexation. If such a change was made for this Plan with indexation fixed at 75% of the expected inflation underlying long-term Government of Canada bonds at the time of wind-up, the market would treat this as a non-indexed annuity with a fixed escalated adjustment. The impact would be to reduce the wind-up liabilities by approximately \$1.2 billion.*



The Ontario government amended Ontario Regulation 178/11 under the Pension Benefits Act to provide additional stage 2 solvency funding relief measures for certain public sector plans. Regulation 350/16 requires the University to make minimum special payments sufficient to liquidate 25% of the solvency deficiency over seven years and to cover interest applied on the remaining 75% of the solvency deficit not being amortized. Under this amended regulation, annual solvency special payments are \$21.3 million starting July 1, 2018.

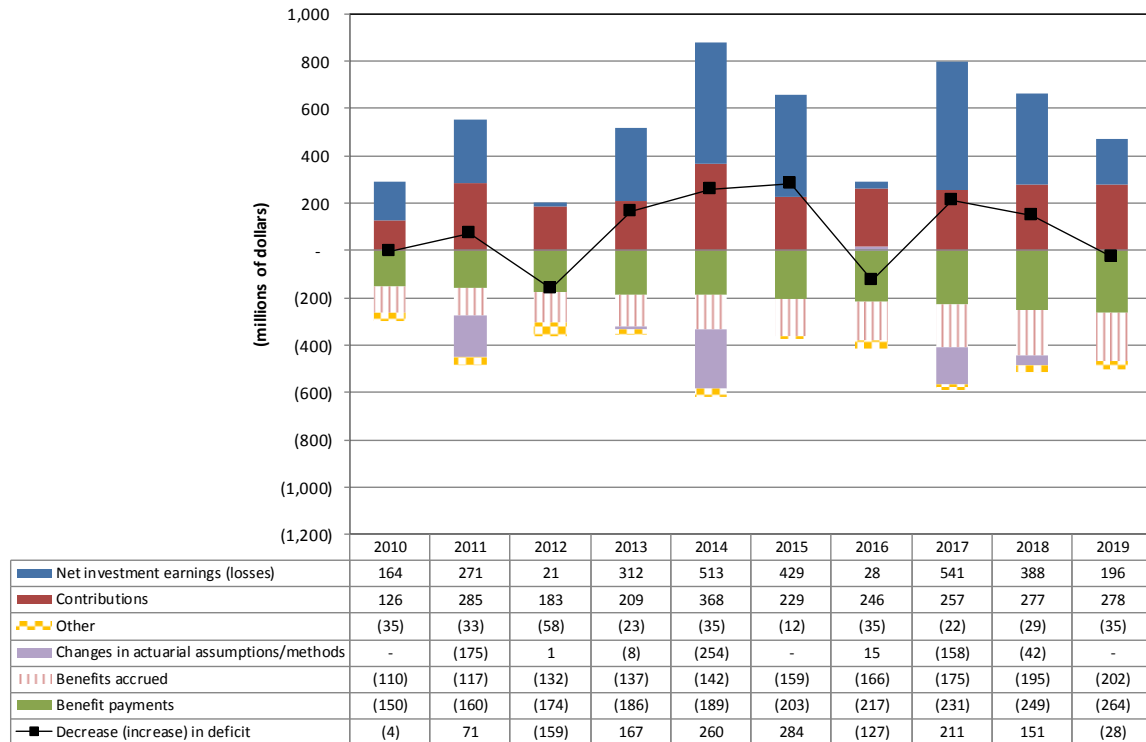
The Province has introduced pension funding reforms effective May 1, 2018 (Ontario Regulation 250/18). Under the new rules, the funding of a solvency deficiency will only be required to the level that the plan would be 85% funded on a solvency basis. Going concern valuations will also be enhanced to require the funding of a reserve in the plan, referred to as a Provision for Adverse Deviation (PfAD). The impact of these reforms will be reflected in the next filing valuation as of July 1, 2020.

## Status of the Pension Plan – In Perspective

The RPP is in a market deficit of \$239.8 million at July 1, 2019. This is compared to the market deficit in the plan of \$1.06 billion at July 1, 2009 (RPP and RPP(OISE) combined), the beginning of the ten-year period being analyzed.

The following shows graphically the components of the changes in pension assets and liabilities for the registered pension plan from July 1, 2009 to July 1, 2019:

**University of Toronto Pension Plan  
Components of Changes in Pension Assets and Liabilities for year ending July 1**



*Includes the OISE plan throughout the period presented*

Some components affect equally both the pension assets and the pension liabilities. They have no impact on the market surplus (deficit). They are:

- University current service cost contributions,
- Member current service cost contributions,
- Benefit payments, and
- Assets transferred into the Plan.

Other components do not affect pension assets and liabilities equally and they do impact the market surplus (deficit). They are:

- net investment return on plan assets,
- University special payments (contributions) to the plan,
- interest on accrued benefits,
- assumption / method changes, and
- actuarial gains/losses.

The following table illustrates which components have impacted the deficit of the Plan for the year ended July 1, 2019; it should be noted that whenever the change to both assets and liabilities is equal, there is no impact on the deficit:

<b>Reconciliation of Funded Status - July 1, 2018 to July 1, 2019</b>		
<b>University of Toronto Pension Plan</b>		
(millions of dollars)		
	<b>Assets <sup>1</sup></b>	<b>Liabilities</b>
	<hr/>	<hr/>
<b>July 1, 2018</b>	<b>5,114.0</b>	<b>5,325.8</b>
Net Investment Return *	195.6	
Interest on Accrued Benefits *		293.9
Liability (Gain) / Loss *		27.3
Assumption/Method Changes *		(25.2)
University Special Payments *	72.4	
University Current Service Cost	119.7	119.7
Member Contributions	82.7	82.7
Benefit Payments	(264.3)	(264.3)
Assets Transferred In	2.8	2.8
<b>July 1, 2019</b>	<b>5,322.9</b>	<b>5,562.7</b>
	<hr/> <hr/>	<hr/> <hr/>
<b>Going Concern Deficit - July 1, 2019</b>		<b>(239.8)</b>

<sup>1</sup> Market Value of Assets  
 \* Impacts the pension deficit

## Sensitivity

As stated previously, valuation results are based on demographic and economic assumptions. One of the key assumptions that is used to value both the going concern and solvency liabilities is the discount rate. This section will show the sensitivity of both the going concern and solvency liabilities and current service costs to changes in the discount rate.

### Going concern

With low long-term interest rates, there continues to be pressure to lower the discount rate used to value going concern liabilities. As stated earlier, the going concern discount rate was lowered from 5.75% to 5.55% at July 1, 2017. If the going concern discount rate was 0.25% lower (5.30% instead of 5.55%) at July 1, 2019, the **going concern liabilities** would have been \$5,776.7 million, an increase of \$214.0 million. The resulting deficit would have been \$453.8 million. If the going concern discount rate was 0.25% higher (5.80% instead of 5.55%) at July 1, 2019, the **going concern liabilities** would have been \$5,361.6 million, a decrease of \$201.1 million. The resulting deficit would have been \$38.7 million.

In addition, if the going concern discount rate was 0.25% lower (5.30% instead of 5.55%), the total **current service cost** (both employee and employer) for the year beginning July 1, 2019 would be \$14.1 million higher, \$230.6 million rather than \$216.5 million. If the going concern discount rate was 0.25% higher (5.80% instead of 5.55%), the total **current service cost** (both employee and employer) for the year beginning July 1, 2019 would be \$12.9 million lower, \$203.6 million rather than \$216.5 million.

### Solvency

As stated earlier, solvency discount rates are prescribed, and are impacted by current interest rates that would be used for settling the pension obligations. If the solvency discount rate was 1% higher, the **solvency liabilities** would be \$5,758.9 million rather than \$6,624.6 million, a decrease of \$865.7 million (13.1%). If the solvency discount rate was 1% lower, the **solvency liabilities** would be \$7,755.0 million rather than \$6,624.6 million, an increase of \$1,130.4 million (17.1%).

## Conclusion

The pension deficit at July 1, 2019 has increased from the previous year primarily due to investment returns of 3.8% which was lower than the target investment return of 6.1% (4.0% plus CPI), offset by employer special payments of \$72.4 million. The going concern deficit for the plan increased from 4.0% of liabilities at July 1, 2018 to 4.3% of liabilities at July 1, 2019. The solvency ratio decreased from 0.85 at July 1, 2018 to 0.80 at July 1, 2019 mainly due to investment returns less than target returns as well as a general decrease in the prescribed discount rates used to discount the liabilities.

The Ontario government has amended Regulation 178/11 under the Pension Benefits Act (Regulation 350/16: Solvency Funding Relief for Certain Public Sector Plans) which will reduce the University's anticipated required solvency payments on a temporary basis. Additionally, the Province has introduced pension funding reform effective May 1, 2018, the impact of which will be reflected in the next filing valuation as of July 1, 2020.

The university administrations, faculty associations, unions and non-represented staff at the University of Toronto, University of Guelph and Queen's University have been working to develop a new jointly sponsored pension plan (JSPP) effective January 1, 2020, that would cover employees and retired employees in the existing plans at all three universities, with contributions and accrual of benefits to be effective from a future date (anticipated to be July 1, 2021). Before this can occur, a highly-regulated approval process must take place, including obtaining the necessary regulatory approvals. If and when this occurs, the assets and liabilities of the Plan would be transferred to the new JSPP.

## **Appendix 1**

### **Links to Other Pension Documents**

#### **Pension Contribution Strategy**

The pension contribution strategy approved by the Business Board on May 3, 2012 may be found at the following link:

<http://www.governingcouncil.utoronto.ca/AssetFactory.aspx?did=8516>

#### **Pension Fund Master Trust – Statement of Investment Policies & Procedures**

The Pension Fund Master Trust Statement of Investment Policies & Procedures approved by the Pension Committee on May 22, 2019 and September 18, 2019 may be found at the following link:

<http://finance.utoronto.ca/reports/pension/>

#### **Actuarial Reports for the Pension Plans**

The full actuarial reports for each of the University of Toronto Pension Plan, the University of Toronto (OISE) Pension Plan (pre-merger), and the Supplemental Retirement Arrangement can be found at the following link:

<http://finance.utoronto.ca/reports/pension/>

#### **Audited Financial Statements for the Registered Pension Plan**

The audited financial statements for the University of Toronto Pension Plan (and the University of Toronto (OISE) Pension Plan pre-merger) can be found at the following link:

<http://finance.utoronto.ca/reports/pension/>

## **Appendix 2**

### **Supplemental Retirement Arrangement**

The Supplemental Retirement Arrangement (SRA), an unregistered arrangement, provides defined benefits for retired and deferred vested members whose benefits exceeded the Income Tax Act maximum pension at the time of their retirement or termination. The SRA provided defined benefits on the portion of salary in excess of the highest average salary at which the Income Tax Act maximum pension was reached, to a capped maximum pensionable salary of \$150,000 per year. Beginning in 2014, the Income Tax Act maximum pension exceeded the pension determined at the capped maximum salary of \$150,000 and the SRA was closed to any future accruals.

Beginning with its establishment effective July 1, 1996, assets were set aside in support of SRA liabilities. However, such assets were not held in trust. For financial reporting purposes the University from time to time appropriated funds which were set aside as a “fund for specific purpose” in respect of the obligations under the SRA. In accordance with an Advance Income Tax Ruling, which the University had received, such assets do not constitute trust property, are available to satisfy University creditors, may be applied to any other purpose that the University may determine from time to time, are commingled with other assets of the University, and are not subject to the direct claim of any members.

During 2014, the assets that had been set aside for the SRA were transferred to the RPP, with the SRA liabilities (\$140.2 million as at July 1, 2014) to be funded in future on an annual basis via an annual base budget allocation in the operating fund as part of the Pension Special Payments budget. At July 1, 2019, the SRA liability had fallen to \$124.6 million, a decrease from \$126.3 million at July 1, 2018.